



**NOW HIRING**

# Chief of Police



## JOIN TEAM EAGAN

The City of Eagan is seeking an inclusive, innovative, and responsible leader for the position of Police Chief. You will be responsible for the overall planning, operation, function, and administration of the Eagan Police Department and Emergency Management Services. The Eagan Police Department is committed to providing public safety and maintaining public trust by serving with respect and professionalism.





# THE POSITION

## Primary Responsibilities Include:

- Evaluates, plans, manages, and coordinates the short- and long-term planning, policies, procedures, and development of the City of Eagan Police Department.
- Directs, evaluates, and oversees all operations of the following functions of the department:
  - Police patrol and response
  - Traffic enforcement
  - Detective/investigation division
  - Evidence/property management
  - Records management and clerical division
  - Emergency/disaster response
  - Animal control
  - Public relations
  - Community-oriented policing
  - Crime prevention/neighborhood watch
  - Crime free multi-housing
  - Chaplain corp
- Develops, manages, directs the preparation/implementation of the department's operating budget.
- Directs training, hiring, evaluation, motivation, discipline, and supervision of department personnel in a manner that will motivate and develop their full work potential.
- Oversees suitable training for all department members to ensure certification standards of officers and staff.
- Investigates allegations of misconduct against Police Department employees.
- Coordinates the operations of the Police Department with other governmental agencies.
- Develops and maintains a public relations program.
- Evaluates, selects and manages professional consulting and support services.
- Responsible for staff liaisons with public agencies and civic organizations.
- Delivers presentations to City Council, City, and other commissions, public agencies, neighborhood/business groups, and other civic organizations.
- Coordinates and provides technical support and assistance to other City departments as needed.
- Works closely with the City Administrator on administrative projects as assigned.
- Informs City Administrator of major difficulties, cases, and problems with officers, staff, and citizens.
- Performs other duties, as assigned.

## THE IDEAL CANDIDATE

The successful candidate guides a team of leaders who are committed to protecting and serving our community to the highest standards. They have a passion for police service and are mission-driven, ensuring the Eagan Police Department continues to be a model for policing across the state and nation. Eagan's Police Chief is a highly competent and organized leader who is collaborative and inclusive.

The ideal candidate leads with integrity, works effectively under pressure, and is a strong listener and communicator. They understand the importance of establishing relationships within the City, the community, and with police leadership in neighboring communities and throughout the state.

Candidates should have a Bachelor's degree in Criminal Justice, Law Enforcement, or a closely related field, and bring a minimum of 15 years of progressive leadership experience, including at least five years in a senior-level management role.



## ABOUT EAGAN

### EAGAN BY THE NUMBERS



Number of  
households  
**29K**



Median  
home value  
**\$395,000**



City staff  
**Full-time: 315**  
**Seasonal: 400**



Total population  
**69K**



Median  
resident age  
**39.1**



Area in square miles  
**33.5**



Median household  
income  
**\$102K**

### THE DEPARTMENT

- EPD is made up of 95 total staff members — 79 sworn and 16 non-sworn.
- The Pathways Program is an alternative way to join the Eagan Police Department. Applicants with any four-year degree are given law enforcement skills training, which lets the department recruit from a previously inaccessible pool of applicants.
- The Youth Leadership Academy gives kids a hands-on opportunity to see how the police department works, in collaboration with the FBI, Minnesota Vikings, and other community partners.
- EPD staff intentionally focus on creating a connection with youth in the community with events and programs like Cops and Bobbers, National Night Out, Cops v. 'Cats Flag Football event, and Safety Camp to get them interested in public safety.
- EPD is technologically forward thinking, with an eye on innovation, including computer forensics, our flock system, drones, and more.



# THE COMMUNITY

Home to about 69,000 people, Eagan is conveniently located near both Minneapolis and St. Paul. The community has a strong tax base and is home to nearly 3,000 thriving businesses, including major corporations like Thomson Reuters, Ecolab, Blue Cross Blue Shield, Prime Therapeutics, and the Minnesota Vikings.

The City operates under a Council-Administrator form of government, employing more than 300 regular full-time employees, and up to 400 seasonal and part-time employees. Eagan is proud of its AAA bond rating from both Standards and Poors, and Moody's.

Eagan also prides itself on exceptional customer service. We place a high value on responsiveness to community needs within established fiscal parameters. Regarded as a great place to live, work and play, the City enjoys a stable workforce with experienced and professional staff.

Eagan is a thriving, global community that boasts one of the largest working and living populations in the state. Eagan is more diverse today than ever before in our history. Nearly one in three people who call Eagan home are Black, Indigenous, or people of color. The City of Eagan is committed to building a racially equitable and inclusive community.

Eagan has an exceptional quality of life, with 350 lakes and ponds and 62 city parks. Additionally, Eagan offers over 164 miles of walking trails and almost 1,400 acres of parkland. Eagan is consistently ranked as one of the best cities in America to live, and continues to draw people from across the country and globe.







## COMPENSATION

**The starting salary for the police chief is \$171,366–\$222,192 DOQ.**

### Benefits

- Medical – Blue Cross Blue Shield of MN
- Dental – Health Partners
- Basic Life, AD&D, Long-Term Disability
- Voluntarily Life Insurance
- Vision
- Legal Services
- Flexible Spending (medical and dependent care)
- Employee Assistance Program
- Discount programs

### Retirement and Medical Savings Options

- Retirement Investment opportunities through MissionSquare Retirement and Minnesota State Retirement System
- PERA Pension
- Health Care Savings Plan (HCSP)

### Leave accruals

- Vacation accrues at a rate that equates to four weeks per year
- Opportunities to purchase up to 40 hours of vacation, earn PTO for wellness incentives, convert sick time to vacation, volunteer hours, etc.
- Sick and safe leave will be accrued on a per pay period basis at the rate of one working day each calendar month

## TO APPLY

GMP Consultants is assisting the City of Eagan with this recruitment. To apply for the position, please visit [gmphr.com/job-postings](https://gmphr.com/job-postings).

Direct questions about the position to Tom Davis at 452-263-0704 or [tdavis@gmphr.com](mailto:tdavis@gmphr.com).



The City of Eagan is an equal opportunity employer.

## TIMETABLE

### **Sept. 7**

First review of candidates

### **Week of Sept. 22**

Semi-finalist interviews

### **Week of Oct. 6**

Finalist interviews

### **Week of Nov. 3**

New Police Chief approved by City Council