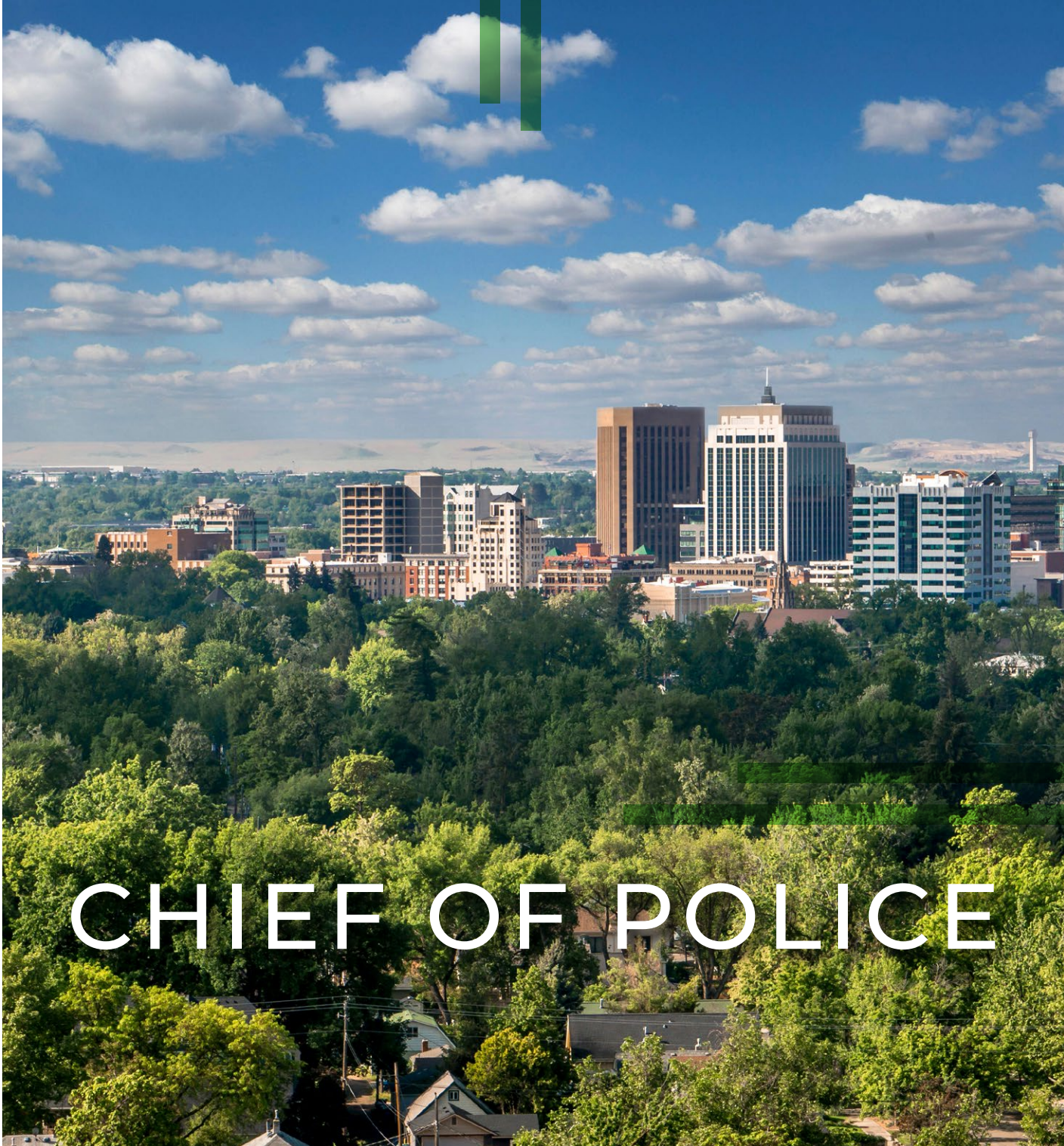


**A NATIONAL SEARCH**  
is underway for a new Chief of Police

**Boise, Idaho**



**CHIEF OF POLICE**





BOISE, ID

# THE 01. OPPORTUNITY



**A national search is underway to attract an exceptionally qualified individual to serve as the Chief of Police for the Boise Police Department (BPD).**

The City of Boise is inviting experienced and visionary leaders to apply for the role of Chief of Police, a position that stands at the forefront of community engagement, operational excellence, and strategic leadership. This role is ideal for a leader who excels in law enforcement management and deeply values community trust and collaboration. The Boise community's residents and BPD members strongly prefer a leader who exemplifies humility, respect, and an empowering approach to build on the strong foundation of the Boise Police Department. The future Chief will need to continue to integrate innovative policing practices while maintaining the department's stability and direction with sensitivity to the evolving dynamics of Boise's diverse community. Boise is looking for a leader who is responsive to community concerns, passionate about promoting employee wellness, adept in using modern technology, and committed to transparency and inclusiveness. This role presents a unique opportunity to lead a team dedicated to innovation, building community trust through proactive engagement, and steering the department toward enhanced public safety and deeper community relationships.





## 02. THE CITY

**Boise, the capital city of Idaho, is a thriving community known for its vibrant arts and culture, bustling economic activity, and a strong sense of civic pride.**

Boise has a population of 237,250 residents and is nestled against the foothills of the Rocky Mountains. The City offers a distinctive blend of urban sophistication and outdoor adventure, making it a prime destination for both residents and visitors. This vibrant city is celebrated for its lively downtown area, rich cultural scene, and extensive outdoor activities accessible right from the city center. The City's residents enjoy a unique blend of urban and outdoor living, with access to world-class recreational opportunities, including skiing, hiking, river sports, and fishing along the Boise River. Boise's commitment to sustainability and community involvement makes it an ideal place to live, work, and play.

The community boasts a strong educational system, high-quality healthcare, and a dynamic economy with growing sectors in technology, manufacturing, and education. Boise's commitment to sustainability is evident in its well-maintained parks, extensive greenbelt, and innovative city planning initiatives that promote environmental stewardship and community health. The City's ethos, marked by a spirit of volunteerism and strong civic engagement, makes it not only one of the best places to live but also a model for inclusive and progressive urban development. Reflective of its welcoming nature, Boise actively fosters an inclusive environment where all residents, including immigrants and refugees, can thrive and contribute to the city's vibrant social, cultural, and economic life.



Highlights for families and recreationalists are hundreds of acres of parks and open space preserves, some knitted together by the Boise River Greenbelt, with even more to discover tucked away in neighborhoods across the city. Boise is home to the famous Anne Frank Human Rights Memorial, the only human rights memorial in the U.S. The complex and educational park are located on the Greenbelt pathway next to the downtown Boise Public Library.







## 03. THE GOVERNMENT

**Boise is governed by a strong mayor-council system, ensuring a dynamic and responsive approach to city management.**

Recently re-elected Mayor McLean leads the city with full-time dedication, managing daily operations and providing strategic policy direction. Supported by a six-member City Council, elected to represent various districts, the government structure promotes broad-based community involvement and transparent decision-making. Each council member serves part-time, focusing on legislative responsibilities and budget oversight, with a collective commitment to address the needs of a diverse urban population.

The government of Boise is deeply committed to fostering civic engagement, with public forums and council meetings that encourage active participation from residents. This collaborative approach to governance helps ensure that policies and initiatives reflect the diverse voices and interests of the community. The city's leadership prioritizes innovative solutions to urban challenges, such as sustainable development, housing affordability, and public transportation, aiming to enhance the quality of life for all residents.

Operating with an adopted budget of \$747M for 2024, Boise is dedicated to responsible fiscal management while investing in critical areas like public safety, community services, and infrastructure. The city's governance model supports a transparent budget process, allowing citizens to understand and influence how their tax dollars are spent. This model not only underscores accountability but also builds trust between the government and the community, fostering a collaborative environment where everyone has a role in shaping Boise's future.





# THE POLICE 04. DEPARTMENT

**The Boise Police Department is a cornerstone of the city's commitment to safety, transparency, and community engagement.**

Staffed by nearly 400 dedicated personnel, including approximately 300 sworn officers and 100 civilian support staff, BPD focuses on protecting, serving, and leading Boise toward a safer tomorrow. The department is deeply integrated into the community, emphasizing a policing approach that reflects the values and diversity of the people it serves. With a budget of approximately \$95 million and a team committed to excellence in policing, community engagement, and innovative law enforcement practices, the department is committed to transparency and accountability, continuously seeking to build trust and cooperation with the community it serves. Officers are trained in de-escalation techniques and encouraged to participate in ongoing professional development to better serve the needs of Boise's population.



**The Chief of Police is assisted by the executive staff, which is comprised of:**

- The Deputy Chief of Police
- Five captains in charge of the Criminal Investigations Division, the Community Outreach Division, the Patrol Division, the Professional Standards Division, and the Training, Education and Development Division
- A civilian Chief Administrative Officer commands the Administration Division
- 16 lieutenants round out the command staff, responsible for various units and sections within the department

BPD is committed to openness and uses advanced data dashboards to provide the public with transparent access to crime statistics and trends, which helps in fostering public trust and informed community interactions. This initiative is part of BPD's broader effort to ensure safety and health across all Boise neighborhoods by encouraging public participation in understanding and shaping policing activities.

Through strategic use of technology and continuous engagement, BPD maintains a proactive stance on crime prevention, community education, and maintaining high standards of public safety. The department's approach to community policing is supported by ongoing training and professional development opportunities for its officers, ensuring they remain at the forefront of best practices in law enforcement.



# 05. IDEAL CANDIDATE

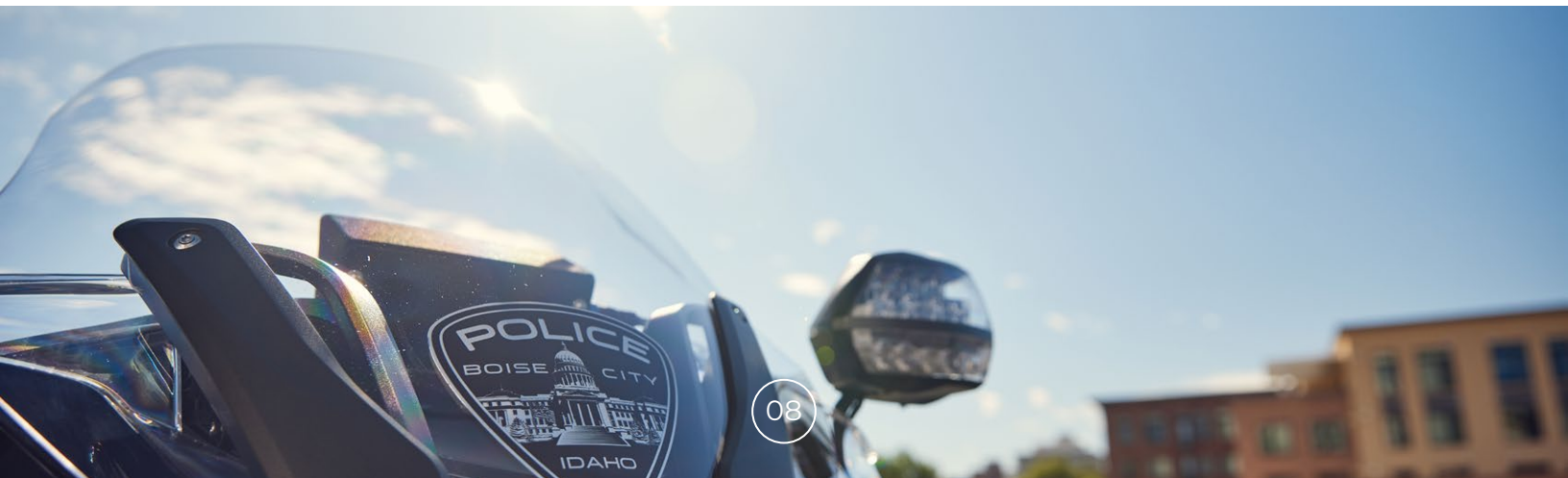
**Boise seeks a Chief of Police who is a principled leader, champion communicator, and an experienced administrator.**

This individual will embody the values of integrity, equity, and community service that are at the core of Boise's identity. The new chief will embrace the strategic goals outlined by BPD's five year strategic plan - response evolution, workforce stabilization, capital investment and planning, and employee wellness.

The next Boise Police Chief is a multifaceted leader well-versed in navigating the complexities of a diverse and dynamic urban environment. The selected candidate has proven their ability to inspire and motivate a team, cultivating a work culture that encourages innovation and continuous growth. They have demonstrated a commitment to being deeply engaged with their community, building trust through genuine interactions and robust community policing efforts that prioritize public safety while honoring the unique needs of the community.

Moreover, the next Chief will be proficient in using technology to enhance police services and ensure transparency, employing data-driven methods for crime prevention and efficient staff management. The successful candidate will have a well-developed cultural competency and a profound understanding of the social justice issues affecting the community and within the police force. Strategically minded, they are adept at developing and implementing plans that align with city objectives and respond to future challenges, all while managing a budget and other resources effectively. Boise's next Chief will have exceptional communication skills, enabling clear, open exchanges with the public, city officials, and within the department itself, fostering a transparent and accountable operational culture.

Input from the community and police employees indicates Boise values a leader who not only meets the above qualifications but also shows a genuine commitment to enhancing community relations and fostering an inclusive culture within the department.





# 06. QUALIFYING EDUCATION AND EXPERIENCE

The next Chief of Police for Boise will have a robust background in law enforcement, complemented by a strong educational foundation. Specific qualifications include:

- Experience: A minimum of ten years in law enforcement, with significant leadership experience in a municipal police department. A history of successful community engagement, business acumen, and collaborative problem-solving in a diverse community setting is essential.
- Education: A bachelor's degree in criminal justice, public administration, or a closely related field is required. A master's degree and completion of advanced law enforcement training programs, such as the FBI National Academy, are highly preferred.
- Must be capable of meeting the requirements established by the Idaho Peace Officer Standards and Training Council for certification.

## 07. COMPENSATION & BENEFITS

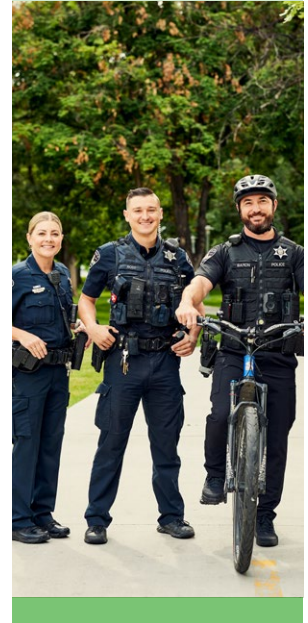


The position of Chief of Police in Boise offers a competitive compensation package that reflects the significance and demands of the role. In addition to a salary range of \$190,000 - \$213,000, the city provides an extensive benefits package. This includes health insurance, retirement plans, professional development opportunities, and more. The city is committed to supporting the well-being and growth of its Chief of Police, ensuring they have the resources and support necessary to lead the department effectively.



# NOMINATION AND APPLICATION PROCEDURES

# 08.



## APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by Tuesday, June 4th, 2024, by emailing a compelling cover letter, comprehensive resume, and list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to participate in the in-person selection process in early July 2024. The top candidates (typically three to four) will be forwarded to Mayor McLean for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of police will join the Boise Police Department in August 2024 or upon a mutually agreed upon date.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

**Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

**Justin Doll (Chief of Police, ret.)**

[justin@publicsectorsearch.com](mailto:justin@publicsectorsearch.com)

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The City of Boise is an Equal Opportunity Employer.





# Raising the bar for Public Sector Search

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