JOPLIN

POLICE DEPARTMENT

POLICE CHIEF

JOPLIN, MISSOURI



EXECUTIVE RECRUITMENT PROVIDED BY SGR





THE COMMUNITY

A vibrant and dynamic community offering outstanding recreational, educational and cultural amenities paired with affordable living, the City of Joplin, Missouri is more than a destination; it's the next place to be.

This crossroads of culture lies tucked away in the Ozarks of Southwest Missouri, home to the convergence of Interstate 44, Interstate 49, and Historic Route 66 as well as approximately 52,000 residents. The city anchors the fourth-largest metro area in the state — a region of over 400,000 — and as many as 250,000 people are estimated to pass through the community's 38.6 square miles each day.

The city's ground transportation and economic strength are further enhanced by the Joplin Regional Airport and easily accessed airports in Missouri, Oklahoma, and Northwest Arkansas. The region also offers Class I railroad service from BNSF and Canada Pacific/Kansas City Southern — and the most-inland port in the country, in Catoosa, Oklahoma, sits within a 90-minute drive.

Joplin is known for its resilience and "can do" spirit, as evidenced by its rebirth and reinvestment following the EF-5 tornado that devastated over 30% of the community in 2011. The city is so much more than its heartbreaking past, though; its leaders are blazing a trail for future generations.

Outdoor enthusiasts love the abundant recreation opportunities the area offers, from hiking along the banks of sparkling Shoal Creek up to the limestone bluffs at Shoal Creek Conservation Center to cycling along historic Route 66 and participating in the largest open-water triathlon between Kansas City and Dallas. Grand Falls, Missouri's highest continuously flowing waterfall is located just south of Joplin on Shoal Creek and is a local favorite, and residents enjoy skating, golfing, paintball, swimming, camping, axe throwing, fossil hunting, and more at nearby attractions. The community is also known for running events, from 5Ks to marathons, and popular festivals like the Third Thursday Main Street Fair, First Thursday Artwalk, and Guilty by Association truck convoy.

COMMUNITY VISION

Joplin, built on generations of people with grit and determination, is a regional hub at the crossroads of America. Our diverse people and employers thrive because of our healthy lifestyles, exceptional neighborhoods, lifelong learning opportunities, and cultural & recreational amenities.

Our connected community benefits from world-class health care, reasonable cost of living, and economic opportunity for all. Together we are ready for anything!

Ad Omnia Parata.

THE COMMUNITY, CONTINUED

Additionally, Joplin offers residents and visitors a wide range of entertainment and cultural opportunities. The City boasts more than 200 restaurants, from national brands to homegrown flavor, and Downtown Joplin is a treasure trove of local boutiques, while global department stores can be found at Northpark Mall and Range Line Corridor. Area residents find inspiration at the George A. Spiva Center for the Arts, Harry M. Cornell Arts & Entertainment Complex, and Local Color and Urban Art galleries, and over a dozen public murals on display throughout downtown tell the story of Joplin's history. Residents can try their luck at a dozen different casinos a short drive from the city limits in Oklahoma and Kansas.

The community is known for its outstanding educational opportunities. Joplin Schools serves more than 7,700 students in grades pre-K through 12 across 15 campuses, and private schools in the area include Thomas Jefferson Independent Day School, College Heights Christian School, Martin Luther Christian School, and the Joplin Area Catholic Schools System. Joplin also has a wide variety of higher education offerings, including Missouri Southern State University, Crowder Community College, and Ozark Christian College, with others like Pittsburg State University, Missouri State University, Drury College, and Evangel College nearby.

The City is also home to Kansas City-Joplin University Medicine & Bio-Sciences, the first new medical school built in Missouri in more than 40 years. And Kansas City University, with a 104-year history of successfully impacting the region's health, will soon open a College of Dental Medicine on its Joplin campus. These new investments are a testament to the community's exceptional medical care; two regional hospitals, Mercy Hospital Joplin and Freeman Health System, lie within Joplin's city limits along with Access Family Care (a Federally Qualified Health Center) and Community Clinic of Joplin (a free clinic).

The median household income in Joplin is about $47,000, and homes in the area have a median price tag around $180,000.

GOVERNANCE & ORGANIZATION

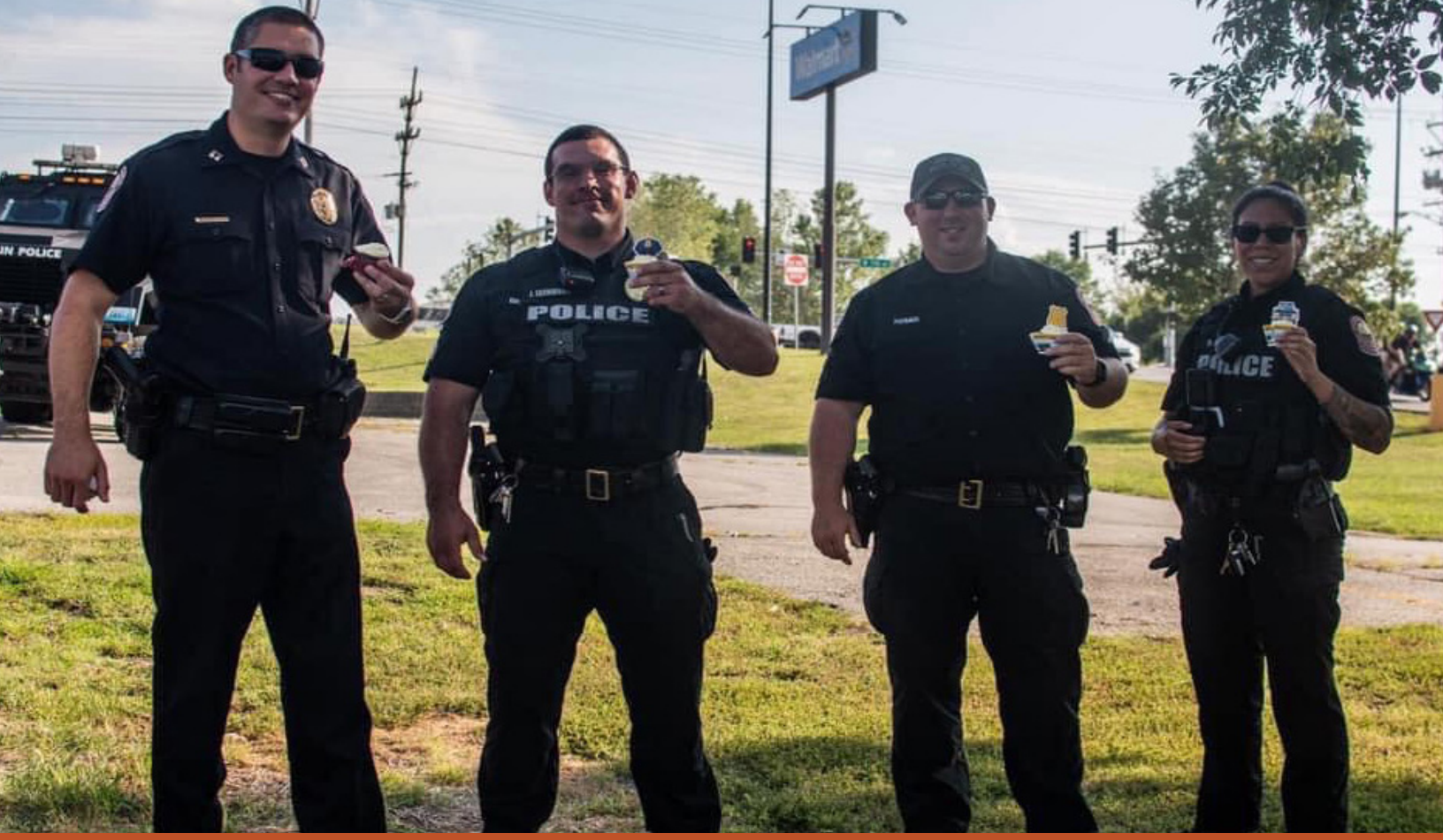
The City of Joplin operates under a council-manager form of government featuring a nine-member City Council. Four of the community's council leaders are elected from single-member districts, and five — including the mayor — in an at-large election. Mayors serve two-year terms and are limited to two terms, while council members serve four-year terms with no term limits.

In addition to the City Manager, tasked with managing the City's daily operations, the City Council appoints the City Attorney, City Clerk, Municipal Judge, and Public Defender.

City Manager Nick Edwards joined the team in 2020. The Joplin native and U.S. Marine Corps veteran moved through the ranks at the City of Lee's Summit before taking the top job in Joplin and now manages a staff of approximately 600 professionals and an annual budget of over $158 million.

STRATEGIC PRIORITIES

- Improve community appearance, including public properties maintained by the city
- Address declining neighborhoods
- Increase economic opportunities for all
- Address homelessness
- Reduce crime and increase safety
- Create and grow resilient revenue to improve city service levels and maintain infrastructure



ABOUT THE DEPARTMENT

The nationally accredited Joplin Police Department is a family of 113 sworn officers and 50 civilian personnel protecting and serving the community with the help of a roughly $18.2 million annual budget. Department employees are divided into five bureaus:

- **Administration:** Has authority over all Police Department functions and directly oversees the honor guard, the Office of Internal Affairs, and the five volunteer Chaplain program.
- **Investigations:** Responsible for investigating major felony crimes such as homicide, aggravated assault, sexual assault, burglary, robbery, forgery, and fraud. Investigators in this bureau also investigate child abuse and neglect hotline calls, vehicle thefts, thefts from vehicles, larcenies, domestic violence, and drug violations. Joplin detectives are members of the Tri-State Major Case Squad, an organization of investigators from Missouri, Oklahoma, and Kansas who are activated to solve major cases.
- **Uniform Operations:** Oversees patrol, SWAT, K-9, traffic and DWI enforcement, motor officers, reserves, and bailiff.
- **Professional Standards:** Manages accreditation, crime analysis, records management, recruitment and training, public information, and fleet and facilities management.
- **Support Services:** Plays a vital role in delivering police services to citizens, businesses, and visitors by overseeing dispatch, jail, school resource officers, crossing guards, bike patrol, and various departmental community programs.







MISSION:

Our mission is to provide professional service and protection through leadership and partnership with the community.

VISION:

The Joplin Police Department is a team of dedicated men and women who are committed to providing professional service, protection, and transparency to our diverse community while creating a positive work environment.

VALUES:

Honor: Honor without compromise

Courage: Courage with compassion

Commitment: Commitment to community

Service: Service with understanding

ABOUT THE POSITION

With direction from the City Manager, the Police Chief plans, organizes, and oversees the City of Joplin's law enforcement operations, personnel, and related activities.

The selected candidate will develop, revise, interpret, and implement rules, regulations, policies, and procedures to meet the department's short- and long-term goals and objectives; serve on a variety of task forces, committees, and boards related to law enforcement and community issues; and direct and coordinate the investigation of major crimes, often involving federal, state, or other local law enforcement agencies. They will also review crime, accident rates, and related statistics to most effectively deploy staff and other resources; implement various policies and objectives of city leadership; and provide updates, information, and recommendations to elected and appointed leaders.

In addition to supervising Joplin PD's personnel, services, and programs and managing the department's annual budget, the new Police Chief will also represent the department in meetings with the City Council, other top City officials, civic organizations, members of the public, and federal, state, and local law enforcement and regulatory agencies to coordinate joint activities and identify and facilitate the resolution of law enforcement-oriented issues.

OPPORTUNITIES AND CHALLENGES

Joplin's new Police Chief will join a department of dedicated and hardworking law enforcement professionals and lead them into an exciting new era of public service.

In their first year, the selected candidate will be asked to assess the department's staffing levels, programs, policies, goals, services, technology and more, immerse themselves in the City organization and community at large, and then develop and implement an onboarding plan for their first year of service with attainable milestones, goals, and objectives. They will also work with staff to complete projects established in this year's Annual Project Worksheet and those scheduled for 2023 in the department's Multi-Year Plan.

In addition to continuing implementation of the Multi-Year Plan, the new chief will also be tasked with helping develop a Homeless Strategic Plan and completing a radio upgrade underway that will improve statewide interoperability. City leaders are also considering some needed police facility improvements, including a new headquarters building/Justice Center.

The City's rapid growth has created some service delivery challenges and emerging issues with traffic safety, homelessness, and drug enforcement, but the next chief will enjoy strong support from City Council and the public. The retiring chief is leaving JPD in solid financial shape, and the department enjoys a collaborative internal culture. The City and Police Union also have a positive relationship, with the current collective bargaining agreement in place through 2027. While there are some unfilled positions in the department right now, the Human Resources team expects JPD to be fully staffed by this summer.

IDEAL CANDIDATE

The City of Joplin is seeking an exceptional Police Chief with a proven track record of leadership, integrity, and accountability.

In addition to in-depth knowledge of existing federal, state, and local law, the next chief should be committed to staying up-to-date with the latest trends, best practices, and technologies in the law enforcement field, integrating innovative strategies and tools to enhance the department's effectiveness and efficiency. They should also be proactive in building strong relationships, inspiring trust, and encouraging collaboration with internal and external stakeholders to address community concerns and develop effective crime prevention strategies.

The right person for this job displays exceptional project management and strategic planning skills, setting clear objectives and effectively allocating resources to achieve departmental goals. They also excel in analyzing complex situations, evaluating multiple perspectives, and making sound decisions that uphold public safety.

Candidates should be committed to a cohesive and positive work environment that fosters teamwork, respect, and open communication among personnel. That includes coaching and developing direct reports through regular feedback and guidance and empowering supervisors and managers within the department to effectively mentor and develop their teams, holding themselves and others accountable for their actions and performance. The selected candidate should understand how to establish clear expectations, enforce policies consistently, and promote a culture of transparency, integrity, and ethical behavior.

IDEAL CANDIDATE CONTINUED

As leader of the department, the next chief must have excellent policy and budget development and administration skills. They should also feel comfortable representing the department with credibility and diplomacy, projecting a strong, positive image of the Joplin Police Department in interactions with the City Council, City Manager, civic organizations, state, federal, and other local law enforcement agencies, and members of the Joplin community.

The ideal candidate has experience working in high-growth communities, demonstrating an understanding of their unique challenges and opportunities. They can adapt strategies, allocate resources effectively, and ensure public safety amid evolving community dynamics. And they have experience in outreach and relationship development in diverse communities, engaging with people from different backgrounds, cultures, and perspectives, ensuring fair and impartial law enforcement practices.

Finally, the ideal candidate should be a collaborative and inclusive leader, valuing input from all department and community members, encouraging teamwork, and promoting a culture of collaboration to address community needs and enhance public safety.

EDUCATION AND EXPERIENCE

This position requires graduation from an accredited college or university with a bachelor's degree in law enforcement, criminal justice, or a related discipline, with a master's degree preferred. Candidates must also have at least seven years of experience in a command position with a law enforcement agency of equivalent or larger size and scope. Command experience with a smaller organization will be considered with additional years of experience.

The selected candidate must also have or be able to obtain certification as a Peace Officer in the State of Missouri and a valid Missouri driver's license. Please note that residency within 12 air miles of Joplin's City Hall will be required.



COMPENSATION AND BENEFITS

The City of Joplin is offering a salary range of $97,405 to $148,214 for this position, commensurate with experience and qualifications. The organization also provides a comprehensive benefits package, including health, dental, vision, and life insurance; 12 paid holidays in addition to vacation and sick leave; longevity pay and tuition reimbursement; care leave and wellness programs; and health club reimbursement. This position also receives a cell phone allowance.

Joplin participates in the Missouri Local Government Employees' Retirement System and offers a choice of supplemental retirement plans.

APPLICATION PROCESS

Please apply online

For more information on this position, contact:
Kurt Hodgen, Senior Vice President
KurtHodgen@GovernmentResource.com
540-820-0531

The City of Joplin is an Equal Opportunity Employer. All applicants and employees have equal opportunity in the application and employment process, including promotion, demotion, transfer, dismissal, performance measurement and pay increases without regard to race, color, religion, sex, gender, gender identity, pregnancy, sexual orientation, national origin, age, disability, veteran status, or status as a special disabled veteran. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Joplin
joplinmo.org

Joplin Police Department
joplinmo.org/163/Police-Department

Joplin Convention & Visitors Bureau
visitjoplinmo.com

Joplin Chamber of Commerce
joplincc.com

Choose Joplin
choosejoplin.com