A DEFINING MOMENT.
AN EXCEPTIONAL LEADER.

An executive leadership opportunity with one of the Midwest's largest municipal police organizations.

CHIEF OF POLICE
KANSAS CITY, MISSOURI

National Search | Application Deadline: October 30, 2026

Salary Range: $250,000 - $275,000 | Comprehensive benefits package

Kansas City, Missouri Police Department | Board of Police Commissioners

MGT

CHIEF OF POLICE | KANSAS CITY, MISSOURI

THE OPPORTUNITY

Lead a major metropolitan police department at a defining moment for public safety and community trust.

The Kansas City, Missouri Board of Police Commissioners is conducting a national search for an accomplished, innovative, and community focused law enforcement executive to serve as the next Chief of Police. The successful candidate will lead a full-service metropolitan police department serving more than 500,000 residents across approximately 320 square miles, while collaborating with public safety partners throughout the broader bi-state region.

The next Chief will build upon recent public safety progress while positioning the Department for its next chapter. The opportunity combines the responsibility of leading a major urban police agency with the chance to help shape organizational culture, workforce strategy, community trust, technology, crime reduction, and long-term public safety performance.

Why this opportunity is distinctive

Kansas City combines the scale and complexity of a major metropolitan police agency with a unique governance model. The Chief is appointed by and reports directly to the Board of Police Commissioners and serves as the Department's chief executive officer. The Chief works closely with the Mayor, City Manager, elected officials, prosecutors, regional partners, community leaders, and residents.

BROCHURE AT A GLANCE

Kansas City
Community, economy, housing, entertainment, recreation, and quality of life.

KCPD
Governance, organizational structure, staffing, budget, services, and operational scope.

Leadership Challenge
The principal challenges and opportunities facing the next Chief.

Education
K-12 schools, higher education, workforce, and talent development.

Public Safety
2025 crime and activity data, trends, and selected NIBRS measures.

The Chief
Leadership expectations, qualifications, compensation, and application process.

KANSAS CITY AT A GLANCE

A growing, diverse, centrally located metropolitan core.

521,220 **Population estimate - July 1, 2025** U.S. Census Bureau	**314.7** **Square miles of land area** U.S. Census Bureau	**$69,166** **Median household income, 2020-24** U.S. Census Bureau
$253,549 **Typical home value, Aug. 2026** Zillow	**$1,420** **Average rent, Sept. 2026** Zillow Rentals	**2.2M+** **Bi-state metropolitan population** KCPD

COMMUNITY PROFILE

Kansas City is Missouri's largest city and the urban core of a diverse bi-state metropolitan area. Its central U.S. location, extensive transportation infrastructure, established neighborhoods, major employment centers, and expanding downtown and surrounding districts give the community a broad economic and geographic footprint.

Kansas City's population has grown since the 2020 Census, reaching an estimated 521,220 residents in 2025. The community is diverse: the 2020-2024 Census estimates report approximately 56.5% White alone, 25.5% Black or African American alone, 12.5% Hispanic or Latino, 2.9% Asian alone, and 9.9% identifying as two or more races. Approximately 8.6% of residents are foreign-born.

Housing offers a range of neighborhoods, housing types, and price points. Census data put the 2020-2024 median value of owner-occupied housing units at $242,900 and median gross rent at $1,238; current 2026 market measures show a typical home value of approximately $253,549 and average rent of approximately $1,420. Candidates should recognize that current market conditions vary by neighborhood and housing type.

Explore: U.S. Census Bureau - Kansas City QuickFacts

Explore: Census Bureau - Kansas City profile

A DIVERSE AND GROWING ECONOMY

Kansas City is a regional employment, logistics, health, manufacturing, and innovation hub.

Core Economic Strengths

Logistics & distribution - Kansas City's central location, four major interstate highways, extensive rail connections, and modern airport infrastructure support one of the nation's important distribution hubs.

Technology & innovation - The regional technology sector contributes substantially to the economy and benefits from a strong entrepreneurial ecosystem and a history of technology experimentation.

Healthcare & life sciences - Kansas City is a major regional center for human and animal health, with nationally recognized health systems, research institutions, and the Animal Health Corridor.

Advanced manufacturing - Aerospace, automotive, electric vehicle, and industrial manufacturing remain important contributors to the regional economy.

Talent, Investment & Development

The regional labor force exceeds one million workers, drawing from Kansas and Missouri communities across the metropolitan area.

Kansas City has continued to attract investment in housing, infrastructure, entertainment, technology, manufacturing, and neighborhood revitalization.

Voters approved the renewal of a quarter cent Public Safety Sales Tax in 2025.

City voters in August 2026 approved ballot measures supporting investments in affordable housing, water and sewer infrastructure, civic facilities, and East Side economic development.

The city's central location, relatively competitive operating costs, and broad industry mix support continued economic diversification.

Economic context for the next Chief

A strong and growing economy brings increased expectations for public safety, downtown vitality, major events, development activity, transportation safety, workforce competition, and service delivery. The Chief will operate in an environment where public safety is closely connected to economic development, quality of life, and the City's national profile.

INDUSTRIES AT A GLANCE

HEALTHCARE & LIFE SCIENCES

Major regional employment engine

EDCKC

LOGISTICS & DISTRIBUTION

102,000+ regional employees

EDCKC

TECHNOLOGY

~10% of regional economy

EDCKC

MANUFACTURING

Aerospace, automotive & industrial

EDCKC

PROFESSIONAL SERVICES

Large and diverse talent base

Census/Data USA

RETAIL & HOSPITALITY

Major tourism and visitor economy

U.S. Census Bureau

Explore: Economic Development Corporation of Kansas City

QUALITY OF LIFE

Entertainment, sports, culture, parks, trails, fountains, and natural spaces add to Kansas City's appeal.

Arts, Culture & Entertainment

Kansas City is nationally recognized for jazz, barbecue, fountains, arts, museums, sports, and a distinctive neighborhood culture. Major destinations include the National WWI Museum and Memorial, Nelson-Atkins Museum of Art, American Jazz Museum, Negro Leagues Baseball Museum, Kauffman Center for the Performing Arts, Union Station, Crown Center, the Crossroads Arts District, the 18th & Vine District, and the Kansas City Zoo & Aquarium.

Home to the Kansas City Chiefs, Kansas City Royals, Kansas City Current, Sporting Kansas City, and Kansas City Mavericks, the metropolitan area offers year-round professional and collegiate sports alongside major concerts, festivals, theater, museums, acclaimed dining, and a thriving visitor economy. Kansas City hosted the 2023 NFL Draft and served as a host city for 2026 FIFA World Cup matches, further strengthening its reputation as a premier destination for major national and international events.

Parks, Trails & Natural Resources

Kansas City Parks & Recreation maintains approximately 12,000 acres of parkland, more than 200 parks, roughly 158 miles of trails and bikeways, 29 lakes, athletic fields, community centers, golf courses, museums, fountains, and a network of scenic boulevards and parkways. The system includes Swope Park, a 1,805-acre destination that attracts more than two million visitors annually and includes trails, Starlight Theatre, the Kansas City Zoo & Aquarium, and the Lakeside Nature Center.

12,000+ **Acres of parkland** KC Parks	**200+** **Parks** KC Parks	**158** **Miles of trails & bikeways** KC Parks
29 **Lakes** KC Parks	**48** **Fountains** KC Parks	**1,805** **Acres in Swope Park** KC Parks

A city designed for experiences

Kansas City's parks, neighborhoods, cultural institutions, professional sports, and event infrastructure create a strong quality-of-life proposition for executives and their families while also creating a significant public safety responsibility for the Department.

Explore: Visit KC - official visitor information

Explore: Kansas City Parks & Recreation

EDUCATION & TALENT

A regional education network supports families, employers, and the public sector workforce.

K-12 Education

Kansas City families have access to a broad range of educational options. Portions of the city are served by 15 public school districts, including Kansas City Public Schools (KCPS), as well as public charter, private, parochial, and specialized schools. This diverse education network offers families choices across neighborhoods and throughout the metropolitan area.

As the city's central public school district, Kansas City Public Schools (KCPS) serves a diverse student population across neighborhood, signature, early learning, alternative, charter, and career/technical programs. For school year 2025, KCPS reported approximately 15,069 PK-12 students, 35 schools, centers and programs, an 88.6% four-year graduation rate, a 15:1 student-teacher ratio, and more than 2,100 employees.

The district and community are also investing in facilities and learning opportunities. In April 2025, Kansas City voters approved a $474 million KCPS bond program focused on school infrastructure, modern learning environments, career and technical education, and community-connected campuses.

Regional School Districts

The broader metropolitan area also offers several large, established suburban school districts that may be attractive to prospective candidates and their families. Liberty Public Schools serves 11,662 K-12 students and 241 pre-K students, with a reported 96% graduation rate. North Kansas City Schools serves more than 21,800 learners across 35 school sites in Northland. Park Hill School District serves approximately 11,470 K-12 students through 21 schools, while Blue Springs School District serves more than 15,000 students across 22 schools. Together, these districts add depth to the region's educational resources and provide a range of neighborhood, academic, career, and extracurricular opportunities.

Explore: Liberty Public Schools | North Kansas City Schools | Park Hill School District | Blue Springs School District

Higher Education

Kansas City offers a broad range of public and private higher education opportunities. The University of Missouri-Kansas City (UMKC), Rockhurst University, Avila University, Kansas City Art Institute, Metropolitan Community College, and other institutions contribute to the region's educational and talent base. UMKC is the region's major public research university and the metropolitan area's only NCAA Division I university.

15,300 **UMKC total enrollment** UMKC	**125+** **UMKC academic areas** UMKC	**60+** **UMKC graduate/professional programs** UMKC
15,069 **KCPS PK-12 students, SY2025** KCPS	**88.6%** **KCPS 4-year graduation rate** KCPS	**$474M** **KCPS voter-approved bond program** KCPS

Explore: Kansas City Public Schools - By the Numbers Explore: University of Missouri-Kansas City - Facts
Explore: EDCKC - Talent & Workforce

KANSAS CITY POLICE DEPARTMENT

A large, full service municipal police organization with a distinctive governance structure.

Governance & Leadership

The Kansas City, Missouri Police Department is governed by the Kansas City Board of Police Commissioners (BOPC), which is responsible under Missouri law for providing police service to Kansas City. Four commissioners are appointed by the Missouri Governor with Senate consent; the Mayor of Kansas City serves as the fifth member. The Chief of Police is appointed by the Board and reports directly to it.

The City of Kansas City operates under a council-manager form of government. The City Manager coordinates municipal operations, while the City Council establishes municipal policy and appropriates funds. KCPD's separate governance structure makes the Chief's ability to develop effective working relationships with the Board, Mayor, City Manager, Council, prosecutors, and community especially important.

The Chief as chief executive

The Chief provides overall executive direction for the Department; establishes priorities; develops crime reduction strategies; maintains professional standards; recruits, retains, and develops personnel; manages resources; and builds productive relationships with employees, officials, partners, and the public.

ORGANIZATIONAL STRUCTURE

CHIEF'S OFFICE

Media, R&D, special projects, discipline & accountability, internal affairs

ADMINISTRATION BUREAU

Human resources, recruiting, employment processing, records & total rewards, training, crime lab

PATROL BUREAU

Patrol operations, traffic, specialized patrol functions and community programs

INVESTIGATIONS BUREAU

Major crimes, specialized investigations, crime analysis and investigative support

EXECUTIVE SERVICES

Specialized services, logistics, equipment, technology and support functions

1,149 + 565

Sworn + professional staff as of Sept. 30, 2026

KCPD

Explore: KCPD Board of Police Commissioners
Explore: KCPD Organizational Structure
Explore: City of Kansas City - City Manager's Office

DEPARTMENT AT WORK

The scale of KCPD operations creates a broad, complex executive portfolio.

1,149 Sworn personnel KCPD	**565** Professional staff KCPD	**$385M+** FY 2026-27 budget KCPD
10,060 Custodial arrests - 2025	**42,095** Traffic stops - 2025	**178** Vacancies reported Sept. 2026 KCPD Board Meeting

SERVICE DELIVERY & ORGANIZATIONAL COMPLEXITY

KCPD provides patrol, investigations, administration, executive services, professional development and training, crime laboratory functions, traffic enforcement, community-oriented policing, and specialized operational and technological services. The Department also participates in regional and federal partnerships and supports major events that require extensive interagency planning and coordination.

Recruitment and retention remain central organizational priorities. The Department has continued to add officers through academy classes and lateral recruitment while investing in its Regional Police Academy. Staffing levels remain dynamic, and the next Chief will be expected to continue building a sustainable workforce while maintaining service delivery, training, wellness, supervision, and succession planning.

Technology is becoming increasingly important to operations. KCPD has continued to invest in data informed policing and emerging tools, including drones, digital systems, and technology supported investigative and response capabilities. The next Chief will need to balance innovation with training, governance, privacy, accountability, and measurable operational value.

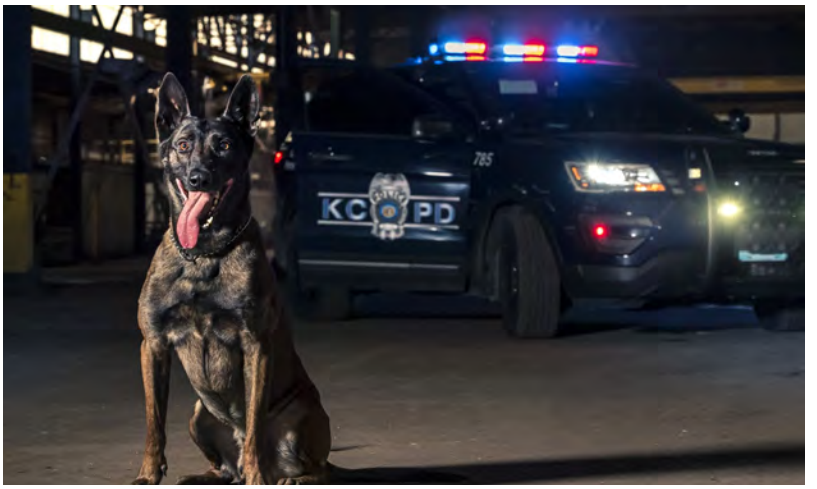
A major metropolitan workload

The volume of arrests, traffic enforcement, investigations, calls for service, evidence processing, communications, and community contacts demonstrates the breadth of the Chief's responsibility. The executive challenge is not simply staffing positions; it is aligning people, technology, deployment, training, and resources to the Department's highest priority public safety outcomes.

Explore: KCPD Annual Reports
Explore: KCPD Board Meetings & Updates

PUBLIC SAFETY & 2025 CRIME DATA

Recent crime reductions create momentum and a clear expectation that the next Chief will sustain and deepen progress.



KCPD's 2025 NIBRS data show an overall decline in reported Group A offenses compared with 2024. Total Group A offenses fell 11%, with crimes against property down 15%, crimes against persons down 3%, and crimes against society down 5%. Several specific categories also declined substantially, including motor vehicle theft, robbery, larceny/theft, vandalism, arson, and drug/narcotic offenses.

Measure	2025	2024	Change
Total Group A Offenses	46,293	52,025	11%
Crimes Against Persons	15,940	16,360	-3%
Crimes Against Property	29,217	34,465	-15%
Crimes Against Society	1,136	1,200	-5%
Homicide Offenses	145	146	-1%
Assault Offenses	15,267	15,643	-2%
Robbery	1,040	1,346	-23%
Burglary / Breaking & Entering	2,695	2,534	+6%
Larceny / Theft Offenses	11,725	13,295	-12%
Motor Vehicle Theft	5,307	7,540	-30%
Destruction / Damage / Vandalism	6,102	7,243	-16%
Drug / Narcotic Offenses	545	685	-20%

Source: KCPD 2025 NIBRS Monthly Offense Summary. NIBRS data are compiled from reported offenses and are subject to revision as information is obtained during investigation/validation.

What the data suggest for the next Chief

The Department has demonstrated measurable progress in several major crime categories. The next Chief must sustain this progress while addressing persistent and emerging crime trends, reducing response times, improving clearance rates and investigative effectiveness, and aligning patrol, investigations, prevention, and community engagement around measurable outcomes.

Explore: KCPD Transparency - Annual Reports

PUBLIC SAFETY & 2026 YEAR-TO-DATE NIBRS DATA

January 1 through August 31, 2026, | Compared with the same period in 2025.

KCPD's 2026 NIBRS data through August 31 show a 13% decrease in total reported Group A offenses compared with the same period in 2025. Crimes against property declined 22%, while crimes against persons increased 2% and crimes against society increased 1%.

Measure	2026 YTD	2025 YTD	Change
Total Group A Offenses	27,784	52,025	-13%
Crimes Against Persons	10,998	10,828	+2%
Crimes Against Property	15,979	20,370	-22%
Crimes Against Society	807	799	+1%
Homicide Offenses	88	112	-21%
Assault Offenses	10,460	10,322	+1%
Robbery	552	705	-22%
Burglary / Breaking & Entering	1,495	1,822	-18%
Larceny / Theft Offenses	6,642	8,016	-17%
Motor Vehicle Theft	2,209	3,885	-43%
Destruction / Damage / Vandalism	3,671	4,178	-12%
Drug / Narcotic Offenses	479	392	+22%
Weapon Law Violations	290	366	-21%

Source: KCPD 2025 NIBRS Monthly Offense Summary. NIBRS data are compiled from reported offenses and are subject to revision as information is obtained during investigation/validation.

What the data suggest for the next Chief

The Department has demonstrated measurable progress in several major crime categories. The next Chief must sustain this progress while addressing persistent and emerging crime trends, reducing response times, improving clearance rates and investigative effectiveness, and aligning patrol, investigations, prevention, and community engagement around measurable outcomes.

Explore: KCPD Transparency - Annual Reports

CHALLENGES & OPPORTUNITIES

The next Chief will inherit meaningful strengths and a consequential agenda.

Public Safety & Crime Reduction

Continue the reduction of violent crime and maintain the momentum shown in 2025 while strengthening strategies for persistent and emerging problems. The next Chief should be comfortable using data, technology, intelligence, prevention, focused enforcement, and partnerships to drive measurable outcomes.

Recruitment, Retention & Workforce Development

KCPD is operating in a competitive labor market for experienced law enforcement professionals and new recruits. Sustaining staffing gains will require a comprehensive approach to recruitment, lateral hiring, employee wellness, training, career development, succession planning, supervision, and organizational culture.

Trust, Accountability & Professionalism

The Chief must maintain high standards of ethics, accountability, transparency, and professionalism while strengthening relationships with employees and all segments of the community. The Department's Office of Community Complaints provides an important independent channel for community concerns and public accountability.

Technology, Data & Innovation

KCPD is expanding its use of technology and data, including drones and technology supported investigations and response. The next Chief will need to ensure investments are operationally useful, properly governed, understood by personnel, and accompanied by training, policy, and performance measures.

Regional Leadership & Major Events

Kansas City's position as a regional hub creates opportunities for the Chief to strengthen partnerships with federal, state, county, municipal, prosecutorial, educational, and community organizations. Large scale events and the City's growing national profile require mature planning, interagency coordination, and visible executive leadership.

Organizational & Fiscal Stewardship

With an annual budget exceeding $385 million and more than 1,700 sworn and professional personnel combined, the Chief must be an effective steward of public resources. The next Chief should bring disciplined management practices, clear priorities, strong internal communication, and an ability to connect investments to mission outcomes.

THE NEXT CHIEF OF POLICE

An executive leader who can lead with integrity, clarity, accountability, and vision.

DESIRED LEADERSHIP CHARACTERISTICS & EXPERIENCE

- Significant executive level law enforcement experience, preferably in a large, complex, urban or metropolitan police organization.
- A demonstrated record of reducing violent crime and improving public safety through effective, evidence-based strategies.
- Strong experience in recruitment, retention, workforce development, succession planning, and organizational culture.
- A demonstrated commitment to ethical leadership, accountability, transparency, and professional standards.
- Exceptional communication and interpersonal skills, including the ability to work effectively with employees, elected and appointed officials, the media, community leaders, and residents.
- Experience developing collaborative partnerships with community organizations, prosecutors, neighboring law enforcement agencies, educational institutions, and other public and private sector partners.

- A strong understanding of 21st-century policing practices, including data informed decision making, technology, procedural justice, de-escalation, community engagement, and contemporary approaches to crime reduction.
- The ability to lead change while respecting the Department's traditions, recognizing its strengths, and establishing a clear vision for the future.

MINIMUM QUALIFICATIONS

- A bachelor's degree from an accredited college or university; a master's degree is preferred.
- At least 15 years of service in law enforcement, including 5-7 years in executive leadership positions in a full-time, paid police department with no less than 1,000 sworn law enforcement officers.
- Command leadership training such as the FBI National Academy, Northwestern University School of Police Staff and Command, Southern Police Institute Command training, or a similar program desired, but not a requisite.
- Other equivalent combinations of training and experience that provide the required knowledge, skills, and abilities may also be considered.

Missouri statutory and residency requirements

At the time of appointment, the Chief must be a U.S. citizen, meet applicable physical requirements, and possess or be eligible to obtain the appropriate Missouri peace officer licensure required for the position. The Chief must also satisfy the residency requirements established by Missouri law and KCPD policy, including residency within the State of Missouri and within 30 miles of the nearest city limit.

Explore: Missouri Revised Statutes - Section 84.575 (Residency Requirements)

Compensation & Benefits

Salary range: $250,000 - $275,000, commensurate with qualifications and experience.

Highly competitive and comprehensive benefits package.

Kansas City offers a broad range of housing, neighborhoods, schools, recreation, culture, and regional amenities.

Application

Apply by October 30, 2026.

Submit a resume and cover letter through www.GovHRUSA.com.

Applications are directed to Jon Fehlman and Marc Hornstein, Senior Consultants, MGT.

Phone: 847-380-3240.

Explore Kansas City & KCPD

KCPD Annual Reports	KCPD Careers
City of Kansas City	Visit KC
KC Public Schools	UMKC
Kansas City Parks	GovHRjobs

Information is provided for recruitment purposes and reflects sources available in October 2026. Some staffing, housing, crime, and financial figures are time-sensitive and may change. Candidates should consult the linked official sources for current information.