

POLICE CHIEF



Webster Groves, Missouri

THE COMMUNITY

The City of Webster Groves is an inner-ring suburb of the greater St. Louis, Missouri, area. Webster Groves is predominantly a residential community situated about 10 miles southwest of downtown St. Louis. Originally, the area was comprised of five separate communities along adjacent railroad lines and was known as the “Queen of the Suburbs,” offering residents a swift commute to downtown St. Louis employment opportunities. The five communities — known as Webster, Old Orchard, Webster Park, Tuxedo Park, and Selma — merged in 1896 to implement public services and to develop a unified city government. In 1914, the City of Webster Groves was designated as a third-class city and the official City Charter was adopted in 1954.

Over the years, Webster Groves has been recognized as a leader within the St. Louis region for education and the arts. Webster Groves was named as Missouri’s 2013 Creative Community by the Missouri Arts Council, and the City is known for its long-standing foundation in the arts, with cultural anchors such as The Repertory Theatre of St. Louis, Opera Theatre of St. Louis, The Community Music School, and Webster University.

The National Council for Home Safety and Security named Webster Groves as Missouri’s Safest City in 2021. The City logged a crime rate just above 1 per 1,000 in 2018, while its property crime rate is just one-third of the national rate.

Additionally, the City has received a great deal of attention for its suitability as a place to live, work, and raise a family, as well as recent acclaim as a culinary destination. The City is comprised of 24,010 residents with a median age of 39.5, a median household income of \$98,284, an average home value of \$360,000, and an employment rate of 64.9%. According to the 2022 United States Census Bureau, Webster Groves residents spend an average of 39.4 minutes traveling to and from work, which is indicative of the heavy car culture within a relatively small urban geographic area. The City is comprised of a highly educated citizenry, with 98% of the adults having attained a high school diploma and 70% of the adult residents having attained at least a bachelor’s degree.

Webster Groves’ annual events and attractions include Street Dance, Art & Air, Jazz Fest, and more. The nearby St. Louis Zoo is one of the top-rated zoos in the nation! Residents and visitors also enjoy Arch, City Museum, Botanical Garden, Fabulous Fox Theater, Black Rep Theater, Busch Stadium, Grants Farm, Science Center, and Magic House.

The City is accessible to many major locations via I-70, I-44, and I-270, as well as Lambert International Airport and Metrolink Rail. It is just five hours from Fayetteville and Bentonville, Arkansas; four hours from Chicago and Memphis; and two hours from Paducah, Kentucky.

Major employers in the area include Webster University, Webster Groves School District, Laclede Groves, KVC Missouri, Epworth Children & Family Services, Ross & Baruzzini, and Schnucks.

Webster Groves has experienced a 15% increase in both property values and sales tax revenue over the last ten years, demonstrating the desirability and stable nature of the community.

GOVERNANCE AND ORGANIZATION

Webster Groves is a charter City that operates under a council-manager form of government. It is comprised of seven Council Members, including the Mayor, who are elected at-large to four-year terms. Positions that are appointed and/or confirmed by the governing body include the City Manager, City Clerk, and Municipal Judge.

Dr. Marie Peoples has served as the City Manager since Jan. 2021. She has over 20 years' experience in local and state government and is involved in many professional and community organizations.

The City has approximately 150 employees and a fiscal year budget of \$30,105,587. Its ad valorem tax rate is \$0.618 per \$100 for residential property and 1.5% for sales tax, with significant additional revenue from the St. Louis County Sales Tax pool and the St. Louis County Public Safety Sales Tax.



Our Vision

Webster Groves strives to be a welcoming and collaborative regional leader with a diverse community and connected neighborhoods where people and businesses thrive.

Our Mission

Webster Groves provides residents, businesses, organizations, and visitors with exemplary, fiscally sound, and responsive services to enrich and strengthen our community and our natural environment.

Our Guiding Principles

Inclusion

Foundation in the Arts

Fiscal Integrity as an Organization and through Economic Development

Open Communication/Transparency

Purposeful Land Use

Partnering with Neighboring Cities

Our Values

People

Creativity

Excellence in Service

Sustainability

Diversity, Equity, and Inclusion

Leadership

ABOUT THE DEPARTMENT

Community Policing is the cornerstone of the Department's operational philosophy. The Department strives to provide quality services, which not only address the traditional roles of police protection, but also the quality-of-life issues that make the City of Webster Groves such a desirable community in which to work, live, and entertain.

The Police Community Engagement Board was created to advise the Police Department and reflect the values and priorities of Webster Groves. Its aspiration is to create a community where racial equity, diversity, and inclusion are lived values with the goal of dismantling historical inequities in policing and building a community that feels safe to everyone.

Mindful that communication is two-way and that listening and reflecting are critically important, the Police Community Engagement Board's primary goal is hearing input from community members and understanding their concerns. The Board will facilitate collaboration and outreach between the Board, the City's Police Department, and the Webster Groves community; obtain community perspective on police policies, programs, and practices; encourage community engagement in fostering safe communities; and facilitate Police Department transparency and accountability.

The Police Department has 43 full-time employees and a fiscal year 2024 budget of \$5,061,611.

Mission

The Webster Groves Police Department safeguards the lives, rights and property of all persons. It endeavors to achieve its goals and objectives by using a wide range of services delivered in such a manner that maximum efficiency and productivity are obtained from available resources.



The continuing objectives of the Webster Groves Police Department are to improve the quality of life by:

- Preventing, detecting, and controlling crime on a continuing basis relying, when possible, on pro-active, preventative measures.
- Aiding, to the greatest extent possible, those who cannot care for themselves.
- Facilitating the safe and expeditious movement of vehicular and pedestrian traffic.
- Creating and maintaining a feeling of stability and security in the neighborhoods of the City, being as responsive as possible to community concerns regarding police matters.
- Administering the Police Department in the most cost-effective manner possible, obtaining maximum performance and effectiveness, from both human and material resources.

The Webster Groves Police Department is responsible for providing 24-hour service to the community and its residents. These services include, but are not limited to:

- Answering calls for service.
- Crime prevention.
- Enforcement of law and ordinances.
- Protection of property within the City limits.





ABOUT THE POSITION

Reporting to the City Manager, the Police Chief is responsible for the administrative oversight, visioning, leadership, planning, budgeting, coordinating, and managing of the Police Department. This position directs and administers the overall operations, programs, maintenance, development, and promotion of the Department, to include its systems, resources, programs, and responsibilities.

The Police Chief is responsible for fostering a culture of innovation and providing leadership in the delivery of superior services to City residents, businesses, and visitors. This position provides overall supervision, leadership, and direction for command staff, ensuring exceptional performance. The Chief assigns areas of accountability and delegates authority to subordinate supervisory personnel.

Providing professional guidance, training, and policy interpretation for all divisions is part of the Police Chief's job, as is providing guidance to managers in resolving and improving performance standards. They exercise authority over all department staff, including hiring, promoting, transferring, disciplining, and terminating employees within established City policies as needed. The Police Chief identifies and plans for current and future law enforcement needs in a rapidly changing environment through tracking crime trends, demographic influences, projected community growth, available resources, and researching other communities' efforts at maintaining public safety.

This position evaluates the effectiveness and efficiency of the Police Department and reviews procedures and policies to improve Department operations. The Police Chief evaluates department training needs, staffing needs, budget resources, and management of personnel to achieve Department-wide program objectives; approves training plans and programs for the Department; and develops and administers immediate and long-range budgets. They ensure the department operates within the annual budget, monitor expenditures and revenues, forecast spending, staffing, and revenue levels, and recommend equipment purchases.

ABOUT THE POSITION *continued*

Other responsibilities of the Police Chief include:

- Research, apply for, and administer grants.
- Recommend and plan long-range goals, objectives, organizational structure, and overall direction for the Department.
- Monitor, review, and communicate the implementation phases of the Department's strategic plans to ensure long-range goals are met.
- Ensure the programs and objectives of the Department are developed and maintained in accordance with the objectives of the City Council.
- Advise, develop, and provide oversight on standards of conduct issues for the Department, and continually review and advise concerning the conduct of all Departmental personnel.
- Attend advisory meetings with Department heads, elected officials, employees, and representatives from other law enforcement agencies.
- Research legal issues, ordinance changes, and statutory revisions to determine their impact on public safety and the Department's policies.
- Assume responsibility for leading, directing, and managing, either directly or through delegation, all criminal investigations and police response for calls for service within the community.
- Direct and manage the Captains to ensure the flow of information into and from the Department, through a wide variety of reports and documents, is maintained.
- Coordinate law enforcement activities with other departments and outside agencies and organizations and cooperate with other cities, state and federal officers in the apprehension and detention of wanted persons.
- Develop strategies to anticipate the community's needs and resolve law enforcement problems; study impact of changes and formulate strategies to implement.
- Approve news releases specific to the Department.
- Address organizations and other groups regarding the activities and programs of the Department to explain and promote public understanding of its work and to promote good community relations.
- Meet and plan with local emergency management personnel to maintain preparedness for natural and manmade disasters within the community.
- Represent the Department in major initiatives or as assigned.

OPPORTUNITIES AND CHALLENGES

The previous long-term Police Chief, with 49 years of law enforcement experience, retired on December 31, 2023. The next Police Chief will focus on the following opportunities and challenges:

- The Police Chief will have the opportunity and challenge to further deepen the department's internal relationships and enhance community engagement efforts. The next Police Chief must become a fixture the community, walking the community, and engaging with residents on a personal level.
- The Police Chief will have the opportunity and challenge to positively effect culture change and a vision of excellence in the delivery of police services while maintaining a high level of accountability and morale.
- The Police Chief will have the opportunity and challenge of furthering the philosophy of procedural justice within the department.
- The Police Chief will have the opportunity to further integrate diversity, equity, and inclusion practices into the the fabric of the police department.
- The Police Chief will have the opportunity and challenge, as with most law enforcement agencies, to recruit qualified and well-suited officers to keep the department at full staffing while maintaining an appropriate work-life balance.



IDEAL CANDIDATE

The City Webster Groves is seeking a dynamic and forward-thinking leader to assume the role of Police Chief. The ideal candidate is a humble servant leader who possesses unquestioned integrity. They are a strong team builder, capable of uniting a workforce and committed to fostering open and honest communication at all organizational levels. The chosen candidate will be experienced in building strong relationships with partner agencies in a metroplex environment. The next Police Chief will be part of an executive management team that challenges traditional norms, embraces diversity, and strives for inclusive practices in both the City and the Police department. They will be experienced with collective bargaining agreements, establishing consistent application of departmental and organizational policies, and demonstrate a documented history of implementing the Principles of 21st Century Policing.

A compassionate leader who values officer well-being is desired. They will be well-versed with CALEA accreditation, and adept at representing the Department assertively in public settings. The ideal candidate should be apolitical, yet politically savvy. They will have knowledge of and proficiency in the use of all police-related equipment, including personal computers, communication equipment, cameras, weapons, radios, and operation of emergency vehicles, and will lead technology advancements.

The successful candidate will have a thorough knowledge of the operations of the criminal justice system; court operations; the administration and execution of procedural justice; and police administration, including organization, staffing, financing, equipment management and maintenance, records, and reports. The next Police Chief will be skilled in evaluating tactical and operational requirements. They will be knowledgeable in management and supervisory principles and practices, including program planning, contract requirements, budgeting, direction, coordination, and evaluation. The City and Department's operating requirements, policies, procedures, and practices; local, State, and Federal regulations related to department programs and operations; and principles and practices of budgeting, fiscal management, project management principles, and techniques.



IDEAL CANDIDATE *continued*

Additional attributes of the ideal candidate include the following skills:

- Effectively utilizing the principles of strategic and long and short-range planning.
- Analyzing complex administrative information and issues, defining problems, and evaluating alternatives, and recommending methods, procedures, and techniques for resolution of issues.
- Researching and analyzing detailed information and making appropriate recommendations.
- Developing department goals and objectives.
- Planning, developing, implementing, and evaluating projects and programs.
- Developing, interpreting, and implementing regulations, policies, procedures, written instructions, general correspondence, and other department-specific documents.
- Preparing, recommending, and monitoring an operating budget, including line-item budgeting.
- Establishing and maintaining accurate records of assigned activities and operations.
- Interpreting and implementing local policies and procedures, written instructions, general correspondence, and Federal, State, and local regulations.
- Having organizational and time management skills to prioritize duties to accomplish a high volume of work product while adapting to constant changes in priority.
- Thinking quickly, maintaining self-control, and adapting to stressful situations.
- Communicating clearly, concisely, and effectively in English in both written and verbal form.
- Preparing and maintaining accurate and concise records and reports.
- Applying sound judgment and discretion in performing duties, resolving problems, and interpreting policies and regulations.
- Handling sensitive interpersonal situations calmly and tactfully.
- Maintaining effective working relationships with individuals within and outside the organization.
- Maintaining confidentiality and discretion regarding business-related files, reports, and conversations, within the provision of Freedom of Information Act and other applicable State and Federal statutes and regulations.

EDUCATION AND EXPERIENCE

This position requires a bachelor's degree in criminal justice, public administration, business administration, or a related field, and at least 10 years of law enforcement experience, with a minimum of five years of progressively responsible administration and supervisory experience, preferably in a similarly sized or larger law enforcement agency. Master's-level program completion through the FBI-National Academy, Northwestern University Center for Public Safety, or an equivalent program is preferred. Candidates must be certified as a Missouri Peace Officer; an equivalent certification from another state to qualify for reciprocity will be considered.

Candidates must meet eligibility requirements as set forth by the State of Missouri in accordance with Department of Public Safety Peace Officer Standards & Training (POST) with the following:

- 21 years of age or older
- US Citizenship
- No criminal history as outlined in [Section 590.080.1](#) and [Section 590.100.1, RSMo.](#)

Candidates must have a valid Motor Vehicle Operators license and must successfully pass all assessments, pre-employment testing, and post-officer testing. Failure to pass these will result in the employment offer being revoked.

Work may require working in dangerous, life-threatening situations. The Police Chief may require extreme physical ability to perform activities, such as direct pursuit or wrestling with individuals. May be subject to exposure to blood/body fluids and infectious and communicable diseases.



COMPENSATION AND BENEFITS

The salary range for this position is \$110,635.20–\$154,897.60, depending on qualifications and experience. The City of Webster Groves offers a generous benefits program including Anthem PPO and Life/ADD/Long Term Disability paid by the company. They also offer voluntary plans in dental, vision, Flexible Spending Account, life, short term disability, cancer coverage, and accident coverage. Leave and PTO is negotiable. Car, phone, and technology allowances are negotiable. The City participates in the LAGERS retirement plan, at a 4% employee contribution and a varied City Contribution. A 457 Deferred Compensation Plan and Roth IRA are optional. Flexible work schedules are available.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Charles Kimble, Sr. Vice President
charleskimble@governmentresource.com
910-261-6681



The City of Webster Groves is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Webster Groves
webstergrovesmo.gov

Webster Groves Police Department
webstergrovesmo.gov/108/Police

**Webster Groves/ Shrewsbury/
Rock Hill Area Chamber of Commerce**
webstershrewsburychamber.com

