



# CHIEF OF POLICE

TOPEKA, KANSAS

TO PROTECT AND TO SERVE WITH HONOR

TOPEKA  
POLICE

EXECUTIVE  
RECRUITMENT  
PROVIDED BY





## THE COMMUNITY

Ideally situated along the Kansas River, Topeka is the capital of Kansas, covering 61.45 square miles, and is located along I-70, approximately 60 miles from Kansas City. The City is home to nearly 125,500 residents and is part of a metro area comprising the counties of Shawnee, Jackson, Jefferson, Wabaunsee, and Osage. Topeka is the fifth largest city in Kansas, behind Wichita, Overland Park, Olathe, and Kansas City, and is the seat of Shawnee County. Residents of Topeka enjoy a high quality of life, exceptional services and amenities.

With the cost of living and doing business well below the national average, Topeka is an ideal location for businesses; over the years, the city has grown into a thriving commerce hub with a pro-business attitude that encourages sustainable economic development and entrepreneurship. Topeka has gained nearly 1,400 jobs since 2019 and recovered swiftly from economic shutdowns. As of August 2023, the city has regained 207% of jobs lost due to the pandemic, boasting employment well over pre-pandemic levels. Major employers in the community include Advisors Excel, Capitol Federal, the City of Topeka, the State of Kansas, Stormont Vail Health, Topeka Public Schools, Blue Cross Blue Shield of Kansas, the University of Kansas Health Systems St. Francis Campus, Mars Chocolate Factory, Goodyear Tire & Rubber, Hill's Pet Nutrition, Reser's Fine Foods, Wal-Mart, and Burlington Northern Santa Fe Railroad.

In North Topeka, "NOTO" has emerged as a redeveloped arts area north of the Kansas River. Revitalization is also ongoing in the South Topeka Redevelopment District, and the city's historic downtown district features an assortment of eclectic art galleries, restaurants, and antique and clothing stores. Outside of work, locals keep busy visiting area tourist attractions like the Topeka Zoo & Conservation Center, Kansas Museum of History, Brown v. Board of Education National Historic Site, and Evel Knievel Museum. They also enjoy cheering on the Topeka Tropics, a professional indoor football team, and attending community events and celebrations, including Fiesta Topeka, Tulip Time, and the Huff 'n Puff Hot Air Balloon Festival.

Most area children are served by Topeka Public Schools District #501. There are also several private and parochial schools in the area, including Topeka Collegiate School and Cair Paravel Latin School. For those seeking higher education, Washburn University's 160-acre primary campus and Washburn Tech campus offer approximately 200 programs and certificates, and Rasmussen University features over 50 career-focused programs. Additionally, Kansas State University, the University of Kansas, Emporia State University, and several community colleges are within commuting distance.

Several state-of-the-art healthcare facilities serve the area. Stormont Vail Health — a regional medical center and part of the Mayo Clinic Network — is the area's only Level III Neonatal Intensive Care and Trauma Center, and the University of Kansas Health System St. Francis Campus and Colmery-O'Neil Veterans' Administration Medical Center offer a full range of cutting-edge services.

According to the latest Census data, the median household income in Topeka is about \$50,870, and owner-occupied homes in the community have a median value of \$106,500.



## STRATEGIC GOALS/FOCUS AREAS

Equity  
Sustainability

Innovation  
Municipal Operations

## VISION

As the capital city of Kansas, Topeka is recognized as a vibrant community where people choose to live, work, learn, and play and of which Kansans are proud.

## MISSION

To provide exceptional, cost-effective services in partnership with the community, which add value and enhance the quality of life for all.

## GOAL

Build citizen satisfaction, confidence, and trust in service delivery and operations management.

## VALUES

We recognize and value a diverse workforce committed to service to the community.  
We value and believe in:

- **Collaboration.** We embrace a spirit of teamwork, empowerment, cooperation, communication, and community involvement.
- **Integrity.** We hold ourselves to the highest level of honesty, truthfulness, and ethical conduct.
- **Accountability.** We use public resources responsibly and regularly report on the achievement of stated performance objectives.
- **Professionalism.** We are committed to ensuring the highest level of professional standards.
- **Transparency.** We provide access by the public to timely and reliable information on decisions and performance.

# GOVERNANCE & ORGANIZATION

The City operates under a council-manager form of government and is governed by a mayor — elected at large — and nine council members elected from districts, each serving four-year terms with no term limits. The council votes on ordinances, resolutions, applications, and plats and considers zoning petitions, receiving reports, and other items. Council members also hire a professional city manager to implement their vision and policies and manage daily operations, including overseeing the work of Topeka’s approximately 1,187 employees.

City Manager Dr. Robert Perez, Jr., hired in June 2024, oversees a full array of municipal services, from administration, finance, and human resources to public works, public safety, and planning. Outcome statements outlined in the 2024 budget include:

- **Housing:** Increase overall housing inventory equitably and elevate current housing stock
- **Community Appearance:** Improve the appearance of the Capital City of Kansas
- **Growth:** Increase the number of people who live and work in Topeka
- **Operations:** Focus on the guiding principles of equity, innovation, sustainability, and municipal operations to deliver essential services to our Citizens

Topeka’s FY 2024 Adopted Annual Operating Budget is \$369.5 million, including a General Fund of \$115 million, based partly on a mill levy rate of 36.963. The organization has been recognized by the Government Finance Officers Association’s Distinguished Budget Presentation Award and enjoys bond ratings of AA from Standard & Poor’s and Aa3 from Moody’s.



# ABOUT THE DEPARTMENT

With a team of 373 public servants and an annual budget of nearly \$50.4 million, the Police Department maintains safety and prevents criminal activity throughout the City of Topeka. In addition to the department's Executive Bureau maintaining TPD's overall integrity and security, major divisions include Criminal Investigation, Field Operations, and Community Outreach.

Topeka Police also work collaboratively with the Shawnee County Sheriff's Office in their Real Time Crime Center, staffs an internal NIBIN Analyst in partnership with ATF, enjoys a Behavior Health Unit Co-Responder partnership with VALEO, partners with Topeka Public Schools on a TCALC Youth Education Officer, and stays engaged with various community organizations through volunteer service and leadership on civic boards and committees.

## DEPARTMENT DIVISIONS

BUREAU EXECUTIVE	CRIMINAL INVESTIGATION	FIELD OPERATIONS	COMMUNITY OUTREACH
Accreditation	Homicide/Robbery	Field Operations	School Resource
Court Services	Sexual Assault/ Juvenile Crimes	Explorers	Behavior Health Unit
Crime Analysis	Crime Scene Investigation	Canine	Animal Control
Fleet/Building	Property	Front Desk	Motorcycles
Quartermaster	Financial Crimes	Peer Support	Accident Investigation/ Reconstruction
DEI	Narcotics	Honor Guard	Community Policing
Records	Task Force Officers	SPT	Property Maintenance
Property/Impound	Crime Intelligence		
ATV/UTV	Crime Assistance Bomb Squad		
UAV/VIPS/CNT			
Recruiting			





# TOPEKA POLICE DEPARTMENT

## MISSION

The mission of the Topeka Police Department is to provide a safe community and faithfully serve our citizens with impeccable integrity, enduring professionalism and immeasurable honor.

## VISION

The Topeka Police Department is committed to providing a safe environment for the citizens who live, work and play in our capital city. We will constantly evaluate and improve our efforts to partner with our community with the goal of improving the quality of life in Topeka, Kansas.

## GOALS

- Expand investigative capabilities through the use of NIBIN technology
- Meet or exceed the national homicide clearance rate
- Decrease vacancies in sworn personnel through innovative recruitment and retention efforts
- Increase investigative abilities through partnership with the Real Time Crime Center
- Expand investigative capabilities through the expansion of the UAS program
- Continue to grow community partnerships through direct involvement on board and program representation





## ABOUT THE POSITION

Working under the supervision of the Deputy City Manager, the Chief of Police is ultimately responsible for every facet of the operation of the Topeka Police Department.

The new hire will ensure that the department is adequately staffed, equipped, trained, and disciplined for crime detection, prevention and suppression and equitable enforcement of all city, state, and federal laws within their jurisdiction. They will also guarantee conformance to all applicable rules regulating and enforcing procedures, city, state, and federal laws of the Police Department and law enforcement activities. Essential responsibilities include:

- Establishing priorities and developing comprehensive short- and long-range plans to ensure the effective delivery of quality services to the public
- Preparing the department's annual budget and monitoring expenditures throughout the year
- Developing and implementing departmental rules and regulations and work methods and procedures
- Communicating with the City Manager and Deputy City Manager regarding departmental concerns, problems, and related issues
- Addressing concerns and representing the organization to various stakeholders, including civic organizations, neighborhood groups, business groups, the media, and residents
- Communicating and cooperating with other municipal, state, and federal agencies in the accomplishments of criminal justice system objectives
- Prepares reports, presentations, and departmental correspondence
- Attending professional meetings and conventions to maintain and enhance knowledge concerning new technology and developments within the field

# OPPORTUNITIES & CHALLENGES

Topeka's new Chief of Police must first focus on building trust and relationships internally and externally as they get to know the community and settle in. Then, they should be ready to get to work assessing the department's policies, programs, staffing, training, and more. Focus areas for the new chief will include getting a handle on:

- **Crime Rates:** Increasing crime rates, particularly violent crimes, are a significant concern, and the new chief will work to reduce those rates and improve overall public safety
- **Traffic Violations:** Issues like red-light running and stop sign violations are prevalent, and the department hopes to prevent crashes and improve road safety by better addressing traffic-related issues
- **Drug Control:** Tackling drug-related crimes and substance abuse in the community
- **Domestic Abuse:** Reducing domestic violence and supporting victims
- **Homelessness:** Working with the community to reduce homelessness and resolve conflicts

City leaders would also like to see the new hire address perception issues within the community, including stigma related to crime, expand CIT and mental health training for officers, and maintain good relationships with the District Attorney's Office and other elected officials.

Boosting morale will be essential, and securing the department's success through focused recruitment and retention efforts will be critical. In addition to getting fully staffed, the department aims to attract more minority, female, and bilingual officers to better reflect the broader community.

Additionally, the new hire should be prepared to review the department's complaint process, offering solutions to make it easier for members of the public to share concerns. They will also be asked to review officers' disciplinary records and make any needed adjustments to training, assignments, and team structure.





# IDEAL CANDIDATE

The City of Topeka is seeking a dedicated and visionary Police Chief to lead its police department into a future marked by innovation, community engagement, and unwavering integrity. This critical role demands a seasoned leader with a servant-leadership style, extensive experience across various facets of law enforcement, including patrol, investigations, administration, training, and community engagement, and a strong commitment to transparent and effective communication.

The selected candidate will be a strategic collaborator with experience coordinating departmental functions to ensure services are delivered in an efficient, cost-effective, and timely manner. They should also be capable of continually assessing, recommending, and implementing goals, objectives, and practices to align departmental policies with best practices and community expectations. Accountability is key.

The new hire will have hands-on operational experience and a successful history of implementing data-driven crime reduction strategies and developing diverse training programs. Familiarity with the principles and practices of personnel management — including supervision, training, and performance evaluation — is essential, as is expertise in budget preparation and administration.

The City seeks a leader who is proficient in managing the complexities of law enforcement and deeply dedicated to community policing, demonstrating a history of engaging with diverse community groups and fostering strong, cooperative relationships. The ideal candidate will also be approachable, an attentive listener, and an articulate communicator who demonstrates an open mind and willingness to learn and adapt. A background in volunteer work and familiarity with communities of similar size and diversity makeup as Topeka will be valuable.



# EDUCATION & EXPERIENCE

This role requires graduation from an accredited college or university with a bachelor's degree in criminal justice, public or business administration, political science, or a related field with advanced courses in police administration and/or a master's degree preferred.

Candidates should also have at least 15 years of law enforcement experience, including five at the rank of captain or higher in a similar-sized or larger agency. The selected candidate must be certified as a State of Kansas Police Officer or be able to obtain the Kansas Commission on Peace Officers' Standards and Training within six months and continue to meet all training standards throughout their tenure. A valid Kansas driver's license or the ability to obtain one within six months is also required, and the new chief must meet the City's insurability standards.

Please note that the selected candidate must establish residency within Shawnee County within one year of their hire date.

# COMPENSATION & BENEFITS

The City of Topeka is offering a competitive salary for this position, up to \$175,000, depending on experience and qualifications. The organization's comprehensive benefits package includes medical, dental, prescription, vision, cancer, critical care and short-term disability insurance; generous paid leave policies; tuition reimbursement; an Employee Assistance Program; flexible schedules; and a friendship fund and shared leave program.

Employees also receive access to a health and wellness clinic and fitness center, membership to the Topeka Zoo, and other employee discounts. This position will additionally have access to a City-issued cell phone and laptop and use of a City vehicle.

Topeka participates in the Kansas Public Employees Retirement System. Employees contribute 7.15%, and the employer contribution will rise from 23.1% to 24.67% in 2025. A 457 deferred compensation plan is also available.

# APPLICATION PROCESS

[Please apply online](#)

First review of applications: October 10, 2024

For more information on this position, contact:

**Troy Riggs, Senior Vice President**  
[TroyRiggs@governmentresource.com](mailto:TroyRiggs@governmentresource.com)  
361-445-9496



*The City of Topeka, Kansas, 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 Topeka**  
[topeka.org](http://topeka.org)

**Topeka Police Department**  
[topeka.org/tpd](http://topeka.org/tpd)

**Community Input Survey**  
[bit.ly/policechiefpublicinputreport](http://bit.ly/policechiefpublicinputreport)

**Topeka Economic Development**  
[gotopeka.com](http://gotopeka.com)

**Topeka CVB**  
[visittopeka.com](http://visittopeka.com)

**Topeka Chamber**  
[topekachamber.org](http://topekachamber.org)

**[Promotional Video \(Recruitment\)](#)**

