

Director of Public Safety - City of Mankato, MN

The City of Mankato, Minnesota is seeking a new Director of Public Safety due to the retirement of a long-term Director. Located in the scenic Minnesota River Valley and an hour and a half southwest of Minneapolis-St. Paul, Mankato is the centerpiece of a prosperous, progressive, and culturally rich Midwest agricultural region. Mankato has earned several livability awards, making it an excellent place to work, play, live and raise a family. Mankato has a population of 45,995 with a contiguous urban population of more than 100,000. The city has experienced continuous growth over the past decade, evolving into an important regional center that provides services to a population of 1.6 million within a 60-mile radius. Greater Mankato's strong, diverse economy is built around agriculture, manufacturing, health care, education, the service industry, technology and retail. Mankato values and celebrates all residents and places a priority on providing services without regard to race, background, gender, age, preference or choice. A focus on racial equity and diversity is woven throughout the city's Strategic Plan. The City Council officially adopted the Greater Mankato Communities of Inclusion and increased funding to the Greater Mankato Diversity Council, further solidifying efforts to work toward a more inclusive community. The public K-12 school system is ranked nationally and provides the highest quality education to students of Mankato and four nearby cities. There are ten elementary schools, two middle schools, and two high schools in the district. Mankato also has four parochial schools and an alternative high school, all providing outstanding education opportunities. The school system is rich in diversity with more than 50 different languages, including Spanish, Somali and Sudanese, spoken throughout the district.

The greater Mankato area hosts five superb higher education institutions including Minnesota State University, the second largest university in Minnesota by enrollment with 15,000 students. With an annual operating budget of over \$200 million, Minnesota State provides a net economic benefit of over \$452 million annually to the region and is one of the largest employers in the Mankato area. Mankato is a thriving and progressive regional center with a small-town feel, deep roots, and a rich history of community pride and civic engagement. For the past ten years, Mankato has been one of the top performing communities in the Midwest and has been recognized as one of the best small cities in America. These qualities will continue to be key assets as the City shapes what promises to be a bright and exciting future. The City of Mankato is a Home Rule Charter city with the Council/Manager form of government. The City Council consists of the Mayor, Council President who is elected at large, and five ward Council members, all with staggered terms. The City has an annual budget exceeding \$155 million. The 2024 General Fund Budget is \$35 million, whereas Public Safety makes up over \$19 million of the overall General Fund Budget. The annual Public Safety capital improvement budget typically reaches \$1 million. The Public Safety department consists of 150 employees in police, fire and emergency management services and works to reduce crime, provide a sense of safety and security, and improve the quality of life for those who visit, live and work in the City of Mankato and the region. In 2023 the total calls for service were 29,495.

To find out more details about the position expectations, please visit our website for the full recruitment brochure at [Current Searches – Mercer Group Associates](#)

The new Director of Public Safety will be a dedicated and ethical team player who can quickly gain the confidence of the community, department staff, elected officials, and business owners. The Director of Public Safety must possess the ability to build community trust through the development of partnerships with stakeholders, utilizing proven public safety best practices, and being accessible to Mankato citizens. As a key member of the City Manager's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community and the department through challenges and opportunities of a growing community. The successful candidate will be expected to bring a vision of excellence, gain credibility and provide consistency in delivery of public safety services, promote diversity in the department, and motivate others to provide outstanding services to the community. The ideal candidate must possess highly developed communication and listening skills with an ability to perform well under pressure and meet deadlines. The successful candidate will have in-depth knowledge and experience in the management of a municipal police and/or fire department, providing a high level of community engagement and advanced public safety and problem-solving practices; and be able to work collaboratively with the other departments within the city.

Minimum Qualifications

- Bachelor's degree from an accredited college or university with course work in criminal justice, fire science, emergency management, business administration, public administration, law enforcement, or related discipline. Six (6) years of progressively increasing administrative responsibility for a recognized

fire, police, emergency management or public safety department. with a minimum of three (3) years responsible experience in a command position as a department head, chief, deputy, captain/commander or equivalent in a municipal, county or state public safety agency.

OR

- Associate degree from an accredited college or university with course work in criminal justice, fire science, business administration, public administration, law enforcement, emergency management or related discipline. Ten (10) years of progressively increasing administrative responsibility for a recognized fire, police, emergency management or public safety department, with a minimum of three (3) years responsible experience in a command position as a department head, chief, deputy, captain/commander or equivalent in a municipal, county or state public safety agency.

OR

- Any satisfactory equivalent combination of education, training, and experience that demonstrates the knowledge, skills, and abilities to perform the duties of the job proficiently may be substituted for the above requirements.
- AND
 - Eligible for licensure as a Peace Officer in the State of Minnesota, or certification of meeting the Accreditation Standards for Fire Fighter II or director level accreditation from Homeland Security and Emergency Management (HSEM). (An exception may be made by City Manager for highly qualified professional).
 - Must possess a valid driver's license and be able to drive in the state of Minnesota.

Compensation and Benefits

The expected starting salary for this position DOQ (depending on qualifications) is expected to be in the range of \$145,000—\$182,000 with a very comprehensive benefits package including: Health, life, dental and vision insurance, 457 Deferred Comp and Minnesota Public Employers Retirement Account (PERA), Paid Time Off and long-term disability, as well as a comprehensive wellness program. Relocation assistance is negotiable.

How to Apply

Interested candidates must submit by email a cover letter, resume, a list of at least five professional references with names, phone numbers and email address to Lisa Ward at lisaward912@gmail.com. **Applications will be received until close of business on August 20, 2024.** For additional information on this outstanding opportunity please contact: Lisa Ward, Senior Associate at lisaward912@gmail.com or 706-983-9326 OR Jeff Hale, Associate at jeffhale1968@gmail.com
Cell: 706-371-6126



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