

THE CITY OF  
**COLUMBUS**

ANDREW J. GINTHER, MAYOR



The City of  
**Columbus, Ohio**



**INSPECTOR  
GENERAL**

Recruitment Services Provided by Ralph Andersen & Associates



# Welcome to **Columbus, Ohio**

City of Columbus, OH | Inspector General



# AN OUTSTANDING OPPORTUNITY

The City of Columbus is embarking upon historic police reform and has adopted groundbreaking legislation to establish the Department of the Inspector General for the Columbus Division of Police. **The candidate selected to serve as the first-ever Inspector General (IG) will have the opportunity to stand up a new office in an innovative approach to police reform in one of the nation's leading cities.**

A national search is underway to attract highly qualified candidates to apply to lead this groundbreaking department. The Department of the Inspector General will serve under the guidance of the newly established Civilian Police Review Board (CRB). Recent events around the country have underscored the need for, and importance of, lasting collaborative relationships between police and the community. The City of Columbus leadership is eager to make comprehensive and positive changes that build community trust and ensure public safety; with strong civic and community support, meaningful changes are underway. The City seeks a proven and courageous leader with top-notch investigative experience, a track record of results, communication skills, relationship builder, the utmost in ethical standards, and a commitment to building public trust, integrity, equity, and transparency.

Top candidates will have a stellar career history with experience successfully managing misconduct complaints and/or excessive force by sworn personnel as directed to do by the Civilian Police Review Board. The City of Columbus is considered one of the most ethnically and culturally diverse cities in the nation, and the successful candidate will have the opportunity to represent the citizens of Columbus' many neighborhoods, from its youth to its senior population, and will be committed to building trust among all residents.



# ABOUT COLUMBUS, OHIO

The City of Columbus is one of the fastest-growing major cities in the country and offers the amenities of a big city with the accessibility, charm, and community of a mid-sized city. As the 14th largest city in the United States with an estimated population of nearly 900,000 spreads over 225 square miles, Columbus boasts the renowned Columbus Zoo, top-notch culinary, fashion, music and entertainment, exciting Ohio State football, and professional sports such as the NHL's Columbus Blue Jackets and two-time MLS Cup Champions Columbus Crew. With a vibrant entrepreneurial spirit, burgeoning downtown, and a diverse array of welcoming neighborhoods, the City of Columbus enjoys a tradition of working across the entire community.

## **Dynamic Communities**

The region offers a wide variety of housing options, from charming historic neighborhoods and downtown lofts to new suburban developments and multi-acre living. Nearly 70% of Columbus residents earning the median income can afford homeownership - an incredible number compared to Chicago's 47% or New York's 57%.

## **Diverse, Strong Economy**

Columbus ranks 7th in economic strength among the 102 largest metropolitan cities in the country. Columbus benefits from a dynamic yet stable economy, with a collaborative business environment earning its recognition as one of the top metros for job creation. As an emerging tech city, its research and technology institutions attract the brightest minds worldwide. In fact, the City of Columbus is one of a handful of the largest U.S. cities to receive a AAA bond rating from all three bond rating agencies.

## **Arts and Culture**

Fueled by a workforce more educated than the national average, Columbus has an energy that radiates throughout thriving industries, communities, and educational institutions. Art lovers will savor the Columbus Museum of Art collections and revel in Gallery Hop, a monthly celebration of culture in the Short North Arts District.

## **Education**

The Columbus region's K-12 education options include U.S. News & World Report top-ranked high schools as well as U.S. Department of Education Blue Ribbon schools. The region has excellent public schools, 140 private institutions, and 54 higher education campuses with nearly 150,000 college students.

# Columbus, Ohio *continued*

## Highlights

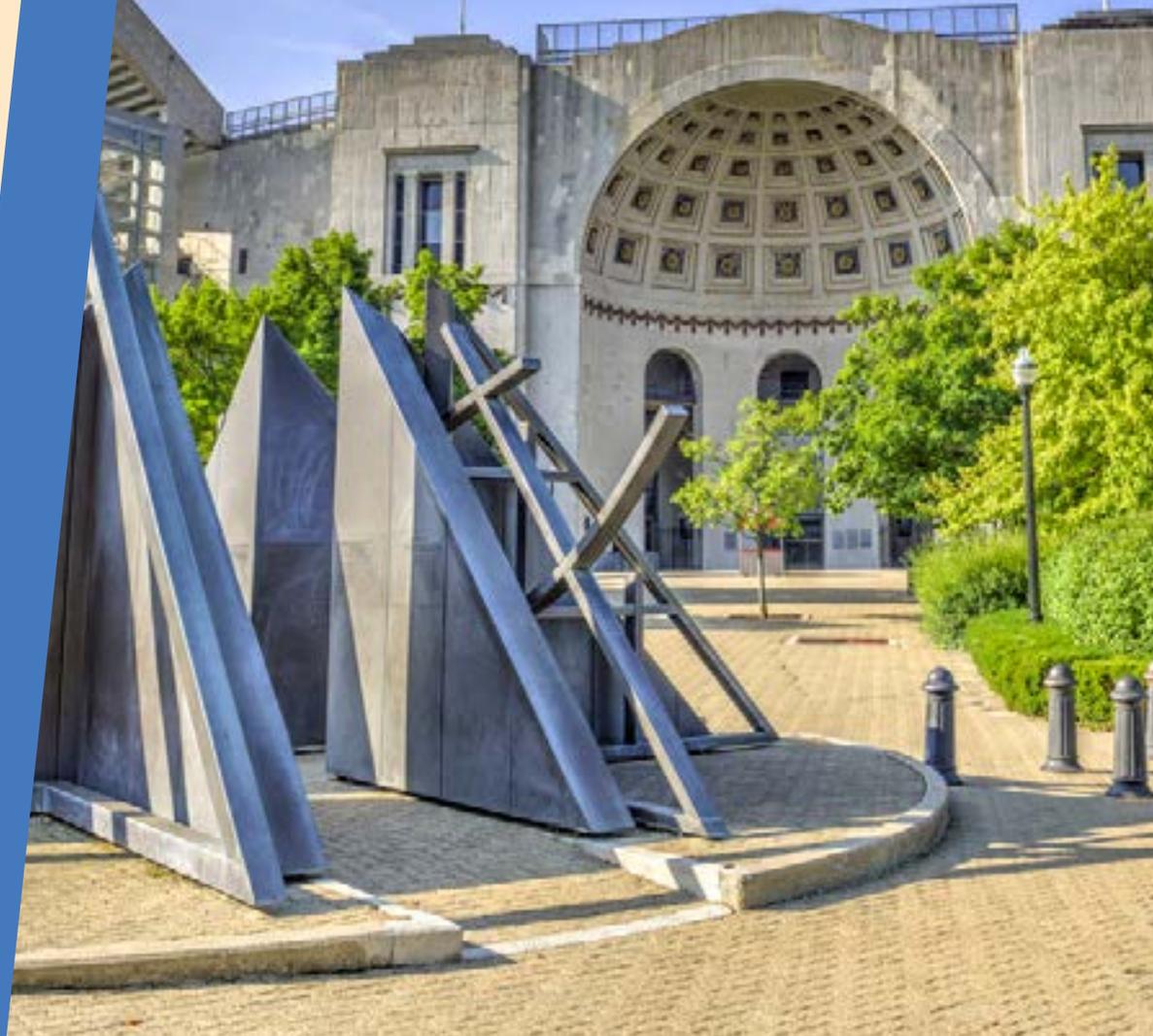
- ◆ A Top 50 Cities in America city (Bloomberg Businessweek)
- ◆ One of the Top 7 Intelligent Communities in the World (Intelligent Communities Foundation)
- ◆ Cost of living is 11% lower than the national average
- ◆ Ranked #9 Best City for Young Professionals (Forbes.com)
- ◆ Ranked 1st in the nation for public library system, museum of art, zoo and aquarium, and COSI science center
- ◆ Number 2 best city in the nation for African American families
- ◆ Top 10 best city for female entrepreneurs
- ◆ 120 miles of bike lanes, paths, and trails

Learn more about Columbus at  
[www.experiencecolumbus.com](http://www.experiencecolumbus.com)



# CITY GOVERNANCE STRUCTURE

Columbus has a strong mayor form of government with a 7-member city council. Columbus Mayor Andrew J. Ginther was elected the 53rd mayor on November 3, 2015. The Columbus Police Chief is appointed by and reports to the Public Safety Director, who serves at the pleasure of the Mayor. The City of Columbus provides a full array of municipal services with a budget of \$970 million and more than 8,077 full-time employees.

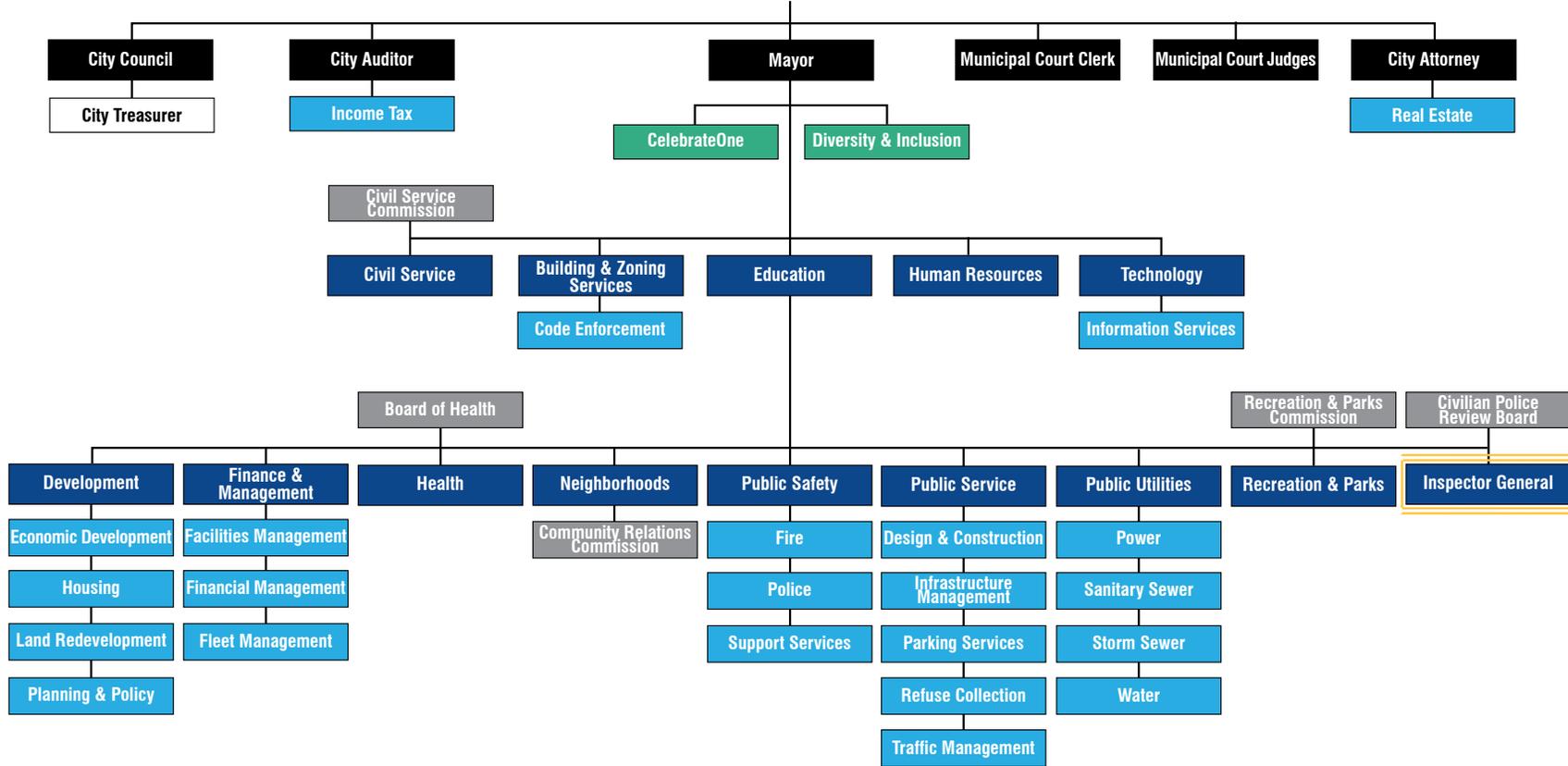


# COLUMBUS DIVISION OF POLICE

The mission of the Columbus Division of Police is to reduce crime and serve the community through fair, quality policing. The Division's vision is to be a leader in law enforcement through strong community partnerships, professionally developed employees, enhanced technology, and strategic and succession planning. The Division's goals are to 1) reduce crime, 2) strengthen community trust and relationships, and 3) achieve organizational excellence. The Division is currently supported by approximately 2,240 full-time equivalent employees (1,900 budgeted sworn) and a FY 2021 budget of just under \$337 million. The Division covers 20 precincts across the greater Columbus metropolitan area and receives and processes approximately 623,000 emergency and 568,000 non-emergency calls for service per year. The command staff includes the first ever Chief hired from outside the Division, one Assistant Chief with the probability of up to 3 additional Assistant Chiefs, six Deputy Chiefs and is organized into six subdivisions. The subdivisions include Public Accountability, Patrol Operations, Special Operations, Criminal Investigations, Community Services, and Support Services. The Division has been CALEA accredited since 1999 and in 2017 received the Accreditation of Excellence Award.



## THE RESIDENTS OF COLUMBUS





## THE POSITION

The Department of the Inspector General for Public Safety serves subject to policy determination and direction of the Civilian Police Review Board and helps ensure the actions of Columbus Police Division (CPD) employees are constitutional and in compliance with the law and City and CPD policies. In addition, the IG promotes respectful and effective policing. The IG oversight activities ensure the ongoing integrity of CPD processes and operations and confirm that CPD is meeting its mission to address crime and improve quality of life through the delivery of constitutional, professional, and effective police services in a way that reflects the values of Columbus' diverse communities.

The Inspector General is appointed by a two-thirds vote of the Civilian Police Review Board and confirmed by the Mayor. The Department of the Inspector General shall be independent of the Department of Public Safety, and the Inspector General shall serve under the guidance of the Civilian Police Review Board. The IG serves a five-year term and may be re-appointed for not more than one additional term of five years for a total of 10 years.

### **The authority and responsibility of the Inspector General include:**

- ◆ Serves as a cabinet-level advisor to the Mayor on activities regarding the Department of the Inspector General;
- ◆ Receives all complaints of misconduct and/or excessive use of force by sworn personnel in the Division of Police; forwards the complaint to the appropriate investigatory entity;
- ◆ Oversees the investigation of complaints of misconduct and/or excessive force as directed to do so by the Civilian Police Review Board and the preparation of reports documenting the findings and recommendations to be submitted to the Board for final review;

## The Position *continued*

- ◆ Reviews all reports completed by the Internal Affairs Bureau to ensure fairness and accuracy; provides a report to the Civilian Police Review Board;
- ◆ Makes recommendations on resolutions of complaints and, if warranted, suggested discipline on matters reviewed by the Civilian Police Review Board;
- ◆ Makes recommendations to the Civilian Police Review Board regarding the policies, procedures, and practices of the Division of Police;
- ◆ Represents the Department of the Inspector General at City Council meetings and other various community and board meetings;
- ◆ Attends conferences and meetings with other government and law enforcement officials, community leaders, and the public to communicate the initiatives, activities, and practices of the department;
- ◆ Authorizes all personnel actions within the Department of the Inspector General; and
- ◆ Enters into contracts on behalf of the City in compliance with Chapter 329 and Title Thirty-Nine and other requirements of the Columbus City Code.



# THE IDEAL CANDIDATE

The ideal candidate must have significant background in criminal, civil rights, labor law, governmental investigations, and/or management of governmental auditing. The IG shall have a demonstrated ability to lead and manage staff in auditing, evaluating, and conducting investigations; analyzing and assessing complex aggregate data for patterns and trends; and recommending systemic improvements to policies and practices to support constitutional policing and ongoing system effectiveness and police excellence.

## **The successful candidate will demonstrate:**

- ◆ The ability to carry out the duties of the Inspector General in a manner that reflects a sound judgment, independence, fairness, and objectivity in an environment where controversy is common;
- ◆ The ability to relate, communicate, and engage effectively with all who have a stake in policing, including, but not limited to, the general public, complainants, disenfranchised communities, CPD employees, and relevant City and other officials, including the Mayor, City Council, City Attorney, Chief of Police, Public Safety Director, and Civilian Police Review Board;
- ◆ An understanding of the City's ethnic and socio-economic diversity and proven experience working with and valuing the perspectives of diverse groups and individuals;
- ◆ A reputation for integrity and professionalism with the ability to maintain a high standard of integrity and professionalism in the department;
- ◆ A commitment to the need for and responsibilities of law enforcement, including enforcement, community caretaking, and the need to protect the constitutional rights of all affected parties;
- ◆ A commitment to the statement of purpose and policies as set forth in the City of Columbus Municipal Code; and
- ◆ A track record of leadership experience.

# EDUCATION AND EXPERIENCE

**Education and Experience** – Possession of a Bachelor’s degree and five years of experience investigating, researching, and/or evaluating matters relating to police or government oversight, government law, law enforcement, or public safety or criminal justice policy. A Master’s degree may be substituted for one year of the required experience. A law degree may substitute for two years of the required experience.

**Final Selection and Appointment** – The Inspector General shall be appointed by a two-thirds vote of the Civilian Police Review Board and confirmed by the Mayor, based on a combination of education, experience, and credentials that best fit the needs of the City of Columbus.

**Appointment Period** – The Incumbent serves a five-year term and may be re-appointed for not more than one additional term of five years.

# COMPENSATION AND BENEFITS

A competitive compensation package with excellent benefits will be offered for this executive position.

# THE SELECTION PROCESS

Interested candidates may apply by sending their resume, cover letter, and six professional references to Ralph Andersen & Associates via [apply@ralphandersen.com](mailto:apply@ralphandersen.com).

Candidates are requested to submit materials prior to **Monday, November 22, 2021**. Candidates may be asked to complete a series of written responses for further evaluation and presentation and submit a summary of career accomplishments as part of the final steps of the selection process. Ideally, the selected candidate will join the City of Columbus at a mutually agreed-upon date.

Interested individuals should be aware that Ralph Andersen & Associates will work closely with the city throughout this process to fully ensure confidentiality possible. References will not be contacted until mutual interest has been established. If you have questions or would like to discuss this opportunity further, please call Mr. Robert Burg at (916) 630-4900.

***Notice: In accordance with Ohio law, all applications and resumes for public positions are a matter of public record and will be disclosed to the media or public upon proper request. Serious candidates are encouraged to discuss their interest with the Search Firm, Ralph Andersen & Associates, in advance of submitting their qualifications. Please call Robert Burg to schedule a confidential telephone appointment to discuss this career opportunity.***

***The City of Columbus is an equal employment opportunity employer and encourages all qualified individuals to apply for this exceptional career opportunity.***



***[www.columbus.gov](http://www.columbus.gov)***



***Recruiter's  
Website***

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***City's  
Website***



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Today!***