

September 9, 2022

**FOR YOUR INFORMATION-Cincinnati Police Chief Selection Process**

To: Mayor and Members of Council

From: Sheryl Long, City Manager

**Subject: Cincinnati Police Chief Selection Process**

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This memorandum is to provide an update on the Administration's process for selecting the position of police chief.

The appointment of Cincinnati's next police chief is of the utmost importance in terms of the safety and vitality of the entire City. Therefore, the selection of the next police chief will be conducted with as much feedback and input from a diverse segment of stakeholders as possible.

The Administration has contracted with CPS HR Consulting to perform the executive search services for the nationwide recruitment of its next police chief. CPS HR Consulting specializes in leading national searches for government executives. The Consultant will assist the City in the development of a candidate profile, the recruitment and identification of potential candidates, candidate screening and selection.

In addition to efforts by the consultant, the Administration will welcome community feedback on the desired qualities of Cincinnati's next police chief through extensive stakeholder engagement with elected officials, community leaders, department directors and Cincinnati Police staff, along with members of our business, human services, and religious communities. This engagement will accompany an online public survey and various community listening sessions. A similar survey will be offered to all Cincinnati Police Department staff.

CPS HR Consulting will use source materials, survey findings, and stakeholder engagement as the basis for their work in the development of a position profile to guide national search efforts and to vet any prospective candidates. A projected timeline of the process is attached.

Due to the importance of this position, the Administration is excited to embark on a process that will provide ample opportunity for various groups to provide feedback. We are committed to engaging with a diverse segment of stakeholders through this effort while continuing to move swiftly and thoroughly through the process. I anticipate selecting our new police chief by the end of the year, with the new chief starting sometime early next year.

Please do not hesitate to contact me if you have questions.

Attachment