

METROPOLITAN POLICE DEPARTMENT- CITY OF ST. LOUIS

# NEWS RELEASE

PUBLIC INFORMATION DIVISION

1200 CLARK AVE.

ST. LOUIS, MISSOURI 63103

(314) 444-5603

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## **Police Board Schedules Meeting to Continue Chief Deliberations**

*New Chief of Police will be the 33<sup>rd</sup> Leader in the Department's 200 Year History*

The Board of Police Commissioners (“The Board”) for the Metropolitan Police Department of the City of St. Louis (“The Department”) will meet for an Executive Session on Monday, October 6<sup>th</sup>, 2008 at 1:00pm at Police Headquarters. The Board will continue it’s deliberations regarding the selection of the Department’s next Chief of Police.

### **The Finalists**

The selection process began on August 6<sup>th</sup>, 2008. State Statues allow any department member with a rank of Captain or above to be considered for the position. Thirteen candidates applied. Each candidate’s breadth of experience was analyzed, with the Board taking into account the range of responsibilities of each assignment during the individual candidate’s tenure with the Department.

After careful consideration, the Board narrowed the candidate field to eight finalists—Lt. Col. Reggie Harris, Lt. Col. Roy Joachimstaler, Lt. Col. Stephen Pollihan, Major Alfred Adkins, Major Antoinette Filla, Major Daniel Isom, Major Paul Nocchiero, and Major Larry O’Toole.

### **The Process**

To ensure that the Board has a complete understanding of each finalist’s likelihood of success as Chief of Police, the Board worked with a leadership development organization as each candidate was given four different written assessments to identify leadership potential. The finalists also participated in individual interviews discussing their responsibilities over the years, and any challenges faced throughout his/her career. Each finalist discussed his/her educational background and experiences, management style, judgment, risk-taking abilities and stress management. Each finalist was also asked to candidly discuss anything he/she would’ve done differently. The results of the assessments and interviews were turned over to the Board.

In the final step of the process, each finalist gave a presentation to the Board about his/her accomplishments, vision for the Department, and plans to achieve that vision. Board members

asked each finalist a series of questions relating to each of the following areas: professional development, accountability and responsibility in leadership, organizational awareness, decision-making and assertiveness, creativity and innovation in leading change, and technology awareness.

The Board will take all components of the process into account when selecting the Department's 33<sup>rd</sup> Chief of Police.

### **Unprecedented Action**

The Board informed each finalist that if selected as Chief, he/she must sign a letter of intent, indicating that the Board and the finalist will work together to identify performance expectations that combine the Board's vision of the Department's future, with the Chief's vision. To ensure that those visions are perfectly aligned, the Chief will then be required to sign a three year "Contract with the Community", which will include two 1-year options. This will be the first time in the history of the Metropolitan Police Department that the Chief has signed a contract.

Board President Col. Chris Goodson said, "Selecting a Chief of Police is the most important role any board can undertake. This process was purposefully intense and extensive, to ensure that the 33<sup>rd</sup> Police Chief will be someone who can effectively lead this Department through the challenges we're currently facing. We took the unprecedented step of drawing up a contract in order to formalize the community's expectations that this Chief should be an unprecedented change agent in the Department."

The Board's deliberations will resume in a closed session. As pursuant to Missouri Revised Statue 610, Section 610.022.2, the Board will *not* enter into a public session before resuming deliberations and the Board Room will be closed during deliberations. If Monday's deliberations conclude with the Board selecting a Police Chief, the Board will hold a public news conference that that day to announce and introduce the Chief.

The Board of Police Commissioners is comprised of President, Col. Chris Goodson, Vice-President, Col. Julius Hunter, Purchasing Member, Col. Todd Epsten, Treasurer, Col. Vincent Bommarito and Ex-Officio member Francis Slay, who is the Mayor of the City of St. Louis.

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