



Finance Department

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Purchasing Services

Quote Submission for Police Chief Search Firm

Release Date: January 10, 2020
Responses Due: January 31, 2020 at 2pm CST

The below are questions that the City of Madison Police and Fire Commission have requested all interested parties complete.

All responses must be in the same sequence as listed and must be identified with the corresponding question number, i.e., Question 1, Question 2, etc. Answers should be limited to no more than **20 pages**, with the font no smaller than 11pt. Resumes may be attached and do not go against the page limit count.

Candidates may be invited to present about their firm's services.

Please submit all responses electronically to bids@cityofmadison.com

Questions

1. Which cities and municipalities has your firm been involved with in hiring a police chief and what do these local governments have to say about the service they received? Of those local governments you have worked with, how many hired the police chief candidate recommended by your search firm?
2. Tell us what you believe are the dynamics of the Madison Police Department and the unique nature of policing in a city like Madison. In light of this, what strategies would your search firm use to identify and recruit a candidate who can meet the challenges facing the department today and in the future?
3. Are the members of your search firm who will be conducting the search conversant with contemporary police practices and able to assess the strengths and weaknesses of candidates based on this knowledge? What is your experience with recruiting police chief candidates who have experience working with diverse populations, both in law enforcement and community based organizations?
4. Madison residents want a safe city where every police officer treats all residents with respect and care regardless of their race, ethnicity, gender, sexuality or class. How will your firm help us find a chief who understands this ideal and pledges to lead the Madison police department in a way that supports the goals of racial and social justice for residents and enhanced mutual trust between the police and residents?
5. The Madison police officers have a union. What experiences does your firm have with organized labor? When searching for a police chief, what does your firm do to ensure a police chief candidate understands and has experience with labor law, worker's rights, the grievance and arbitration process, and union contracts?
6. There are very few women of color who are Madison police officers and not many officers of color who are at the rank of captain or higher. When searching for a police chief, how much emphasis does your firm put on a police chief's commitment (with results) to hiring and promoting a workforce that are locally hired and diverse?

7. Please describe your recruitment process for police chief candidates. How would your search firm go about recruiting candidates who might not apply for the Madison police chief position unless sought out? Does your firm have a track record of successful recruitment and a proven ability to attract a diverse pool of candidates?

8. What is your search firm's experience with developing a profile of a police chief position based on the unique characteristics of the local government and police department?

9. Please provide us with your pricing structure. If including your full range of services as a bundle or package, please provide a breakdown of costs to the extent available and/or delineate which services you offer a la carte pricing.

For any questions, please contact the purchasing representative listed below.

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