



# Council Communication

Office of the City Manager

Date

July 9, 2007

Agenda Item No. 72  
Roll Call No. 07-  
Communication No. 07-419  
Submitted by: **Richard A. Clark**  
City Manager

## AGENDA HEADING:

Appointment of Judith Bradshaw as Police Chief for the City of Des Moines.

## SYNOPSIS:

Recommend approval of Judith (Judy) Bradshaw, as Police Chief for the City of Des Moines, at a starting salary of \$125,000 annually plus provision of a City owned vehicle, to be effective July 16, 2007.

## FISCAL IMPACT:

Amount: \$125,000

Funding Source: 2007-2008 Operating Budget, Page 260, Police Department, Chief of Police, GE001, POL010100

## ADDITIONAL INFORMATION:

The City of Des Moines recruited for a new Police Chief upon the retirement of William McCarthy. Chapter 400.13 of the Iowa Code governs the recruitment process for a Police Chief. This requires the Civil Service Commission involvement as well as approval of the City Council.

As part of the recruitment process, we solicited input from various community and employee groups, such as, Des Moines Neighbors, Latinos Unidos, Commission on the Status of Iowans of Asian and Pacific Islander Heritage, NAACP, the Police Burial Association, and the Police Bargaining Unit Association. Most of these groups responded with their views as to what would be the important characteristics of the next Chief. These ideas, as well as my own, were used by staff to evaluate the qualifications of the applicants. The process was proceeding on track when three very qualified candidates withdrew just a few days before the scheduled Civil Service Commission interviews. In consultation with the Civil Service Commission Chair, Jeff Hall, and Human Resources, a decision was reached to cancel these interviews and re-open the recruitment with the assistance of a recruiting firm. The Jim Mercer firm was engaged at a fee of \$10,000 for a modified search. This action resulted in securing several highly qualified candidates. Of the seven names submitted to the Civil Service Commission for interview, four were from the efforts of the recruiting firm, two were internal candidates, and the seventh was the last remaining external person from the original slate. Based on the Civil Service rankings and results from two assessments taken by the candidates, I selected five candidates as finalists. They included: Eric Buske, Deputy Chief from Omaha, Nebraska; Robert Garrison, Colonel (Chief) of the Iowa State Patrol; Alberto Melis, Chief of Waco, Texas; Craig Zubrod, Major, Des Moines Police Department; and Judy Bradshaw, Major, Des Moines Police Department. All but the internal candidates were produced by the second recruitment.

Four panels interviewed the finalists. In addition to department directors and members of my staff, the panels included representatives from various community groups. The panelists included Alex Piedras from Grand View College; Nadine Hogate, Mark White, Becky Morelock, and Jim Quilty with Des Moines Neighbors; Jose Ramos with Latinos Unidos; Linda Carter-Lewis with the NAACP; Cindy Chen with the Commission on the Status of Iowans of Asian and Pacific Islander Heritage; Andrew Hennesy, SPM Board President; Stew Barnes, Police Bargaining Unit Association President; Dave Murillo, Police Burial Association President; and Terry Loy, MEA President. Following these interviews, I met with the panels and obtained their input and assessment regarding the candidates. I then interviewed all five finalists the next day.

After considering input from the panels, my analysis of the written assessments, and my own impressions from my personal interview of the candidates, I concluded that Judy Bradshaw was the most competent and prepared person to undertake this position. Ms. Bradshaw has prepared herself well for this job through her continuing education and progression through the ranks of the department. She will bring a new perspective shaped by her experiences. This was a very well qualified field. The firm administering the assessment stated that the aggregate score of the finalists was the highest that they had recorded from any group taking the test. Based on a thorough recruitment and evaluation process, Judy Bradshaw is the best and most qualified person to lead the Des Moines Police Department, and I am pleased that she is willing to accept this position.

#### **PREVIOUS COUNCIL ACTION(S):**

Date: June 18, 2007

Roll Call Number: [07-1207](#)

Action: [Civil](#) Service Promotional List for Building Inspector and Senior Police Officer and Entrance List for Senior Refuse Collector, Park and Recreation Superintendent, Painter, Street Maintenance Worker, Police Officer, Parks Technician and Police Chief. Moved by Coleman to receive and file. Motion Carried 6-1.

Date: February 10, 2003

Roll Call Number: [03-348](#)

Action: Consideration of City Manager's recommendation to appoint Assistant Police Chief, William McCarthy, as Police Chief. Moved by Cownie to adopt the recommendation of the City Manager and appoint Assistant Police Chief, William McCarthy, as the Chief of Police for the City of Des Moines, Iowa. Motion Carried 6-1.

#### **BOARD/COMMISSION ACTION(S):** Civil Service Commission

Date: June 5, 2007

Roll Call Number: N/A

Action: Certification of list of candidates for Chief of Police.

#### **ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**