

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	February 9, 2015
	Agenda Item No.	I
	Roll Call No.	<u>15-0183</u>
	Communication No.	<u>15-066</u>
	Submitted by:	Scott E. Sanders, City Manager

AGENDA HEADING:

Confirmation of the appointment of Dana Wingert as Police Chief for the City of Des Moines.

SYNOPSIS:

Recommend confirmation of the appointment of Dana Wingert as Police Chief for the City of Des Moines at a starting salary of \$150,000 annually to be effective February 9, 2015.

FISCAL IMPACT:

Amount: \$150,000

Funding Source: G001, PD001350, Chief of Police, General Fund, p. 189, Fiscal Year (FY) 2015 Operating Budget

ADDITIONAL INFORMATION:

The City of Des Moines recruited for a new Police Chief upon the retirement of Judy Bradshaw. Chapter 400.13 of the Iowa Code governs the recruitment process for a Police Chief and includes a job posting, Civil Service Commission (Commission) oral exams and a certified civil service list. On behalf of the Commission, the City's Human Resources Department conducted a national search that produced 18 candidates. Eight (8) candidates interviewed with the Commission and all eight (8) were placed on the certified civils service list.

Four (4) individuals were chosen from this certified list to participate in the formal on-site interview process. They included three (3) internal candidates Alan Tunks, Steve Waymire, and Dana Wingert and one (1) external candidate Mike Davis.

A tour of the City kicked off the interview process, where the four (4) candidates met with various community stakeholders at three (3) different locations, including the Downtown Community Alliance, the Robert Mickle Center, and the Evelyn K. Davis Community Center. The tour was immediately followed by a public reception held at the World Food Prize Building. There, interested citizens and the media mingled and talked one-on-one with the candidates. Additionally, each candidate publicly presented their interest in and qualifications for the Police Chief position.

The second day involved structured interviews with four (4) separate panels. Each panel was comprised of City staff, employee representatives, and community stakeholders. Panelists' comments

were channeled to me through the designated panel leaders. I also opened my office to other panelists and the general public to meet with me confidentially regarding candidate qualifications.

On the third and final day, candidates were interviewed separately by the City Council and myself. These interviews concluded the on-site process.

The search process was inclusive and thorough. I appreciate the efforts of everyone involved. It produced an extremely strong field of candidates. I thank the candidates for their perseverance throughout the three (3) days of interviews. After considering input from the panels, other interested stakeholders, the City Council, and based on my own impressions from my personal conversations with the candidates, I concluded that Dana Wingert was the best fit to become our next Police Chief. Mr. Wingert has prepared himself well for this role. He has made strong and meaningful relationships with members of our community. He is personable, approachable, and a competent law enforcement officer. I find Dana to be respectful and compassionate to everyone he meets, and I know he will work relentlessly to maintain and enhance the integrity of the Des Moines Police Department. I am pleased that he has accepted my offer, and look forward to the future of the department under his leadership.

PREVIOUS COUNCIL ACTION(S):

Date: December 22, 2014

Roll Call Number: [14-1944](#)

Action: [Civil](#) Service Entrance Lists for Traffic Signal Technician, Construction Inspections Supervisor, Chief Design Engineer, Police Chief, and Housing Services Administrative Secretary. Moved by Hensley to receive and file. Motion Carried 6-0. Council Member Moore declares a conflict of interest and abstains from voting.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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