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Missouri Police Chiefs Association
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Missouri Police Chiefs' Association

Assessment Center



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*Initial Assessment Center information for
the Position of Chief of Police*

Assessment Information

Overview

MPCA Assessment Services Information

The Missouri Police Chiefs' Association has an extensive history in providing assessment services over the past fifteen years. The MPCA has law enforcement executive level professionals that have a clear and practical understanding of Missouri law enforcement. Furthermore, the MPCA understands skills and knowledge needed to meet the challenges of serving as a police chief in the state of Missouri.

The MPCA has the following services available to meet the goal of placing a new police chief to service the citizens of your respected city, provide professional leadership to your Police Department, and to work cooperatively with you local leadership and all other community and emergency service partners:

- Provide the city a questionnaire that the MPCA will review to identify the city's priorities/qualifications in the position of chief of police.

(job posting/applicant packet consisting of the job posting, written job description, application form and Release of Information waiver for the MPCA to utilize)

- The MPCA can assist post the notification created by the city of the position on the MPCA web site and send the information from the city depicting the posting out to Missouri Law Enforcement by way of the MPCA Email notification system. The MPCA can provide information to the city on the advertising process upon request which will include posting with MPCA, IACP, and other related professional posting sights.
- The MPCA can receive and review the applications to determine if qualifications/criteria are met. ***(Criteria to be determined via assessment/questionnaire, written job description, minimum standards earlier established)***
- MPCA can send initial questionnaire to those candidates meeting the qualifications
- MPCA - Panel review of the questionnaires and qualifications of candidates so as to narrow the field of candidates to seven remaining.
- Candidates can be required to complete a MPCA administered in-basket exercise.
- Candidates can be required to complete a MPCA administered an written challenge.

- Candidates can then be interviewed by a panel of no less than three law enforcement executives and a representative from the city is an option. This process will be administered by the MPCA
- A final report would then be submitted to the City which indicates the candidates' performance in all tested areas and a ranking of the candidates'.

Cost for Services provided from the MPCA to the City

Fee for entire process from advertising to final report would be based on number of candidates. Fee for testing services and final report based on the candidates defined by the city. For either choice of service, one half would be paid upon signing an agreement and the second half would be due upon receipt of the final report.

NOTE: The MPCA is always willing to work with a city as we understand the budget constraints that all cities and police departments face. Furthermore, additional discounts are provided for cities of member agencies. The MPCA estimates \$5,000 - \$6,000 for the process, but the MPCA is and has always worked with cities to find a solution that will work within the limited resources as the MPCA is dedicated to the professionalism of law enforcement as its first priority.

Proposal Time Line for completion:

(This time line will be based on the date that the city seeks to be able to place a selected candidate for chief of police.)

Within 10 (ten) business days of receiving signed contract– City questionnaire is sent to obtain the city's priorities/qualifications in the position of chief of police.

Within 15 (fifteen) business days of receiving the list and resumes of the final seven candidates – Written Exam, In-basket, and interviews are conducted.

Within 10 (ten) business days of conducting testing and interviews) – Final report is submitted to the City.

Time Frame:

Posting:

Criteria Check:

Follow up questions:

Questions return date:

Background checks:

Testing and Interviews:

Final Report:

City interviews:

MPCA Contact Information for Questions

Sheldon Lineback, MPCA Executive Director (573) 636-5444 or (573) 291-2380 or slineback@mopca.com.