

City of Columbia, Missouri
Police Chief Search Process Timeline

June 16, 2008	City announces request for proposals from executive search firms
July 3, 2008	Deadline for submitting proposals
July 11, 2008	City Manager announces citizens advisory committee to provide broad community perspective during search
July 14, 2008	Citizens advisory committee meets to discuss role, review consultant proposals and select firms for interviews
July 30, 2008	Citizens advisory committee interviews three executive search consultants: Mercer Group, Inc.; The PAR Group; and Slavin Management Consultants – recommends Slavin
Aug. 22, 2008	City completes execution of contract with Slavin
Late August 2008	Start recruiting – interested persons to apply through consultants – “position will remain open until filled”
Sept. 5 – 22, 2008	Public invited to share ideas on desired qualities in City’s next Police Chief during this period – online survey available
Sept. 11 - 12, 2008	Consultants come to Columbia for on-the-ground intelligence - meet with City staff, citizens advisory committee and news media representatives - citizens invited to meet with executive search consultants, share ideas on desired qualities
Dec. 11, 2008	Citizens advisory committee meets – recommends finalists for interviews
Jan. 7, 2009	City announces scheduled visits of five finalists: <ul style="list-style-type: none"> • Chief Kenneth M. Burton, Haltom City, Texas • Chief Michael J. Clancey, Saluda, South Carolina • Major Christine Laughlin, Kansas City, Missouri • Chief Wayne I. McCoy, Blue Springs, Missouri • Todd A. Miller, Terrell, Texas
Jan. 10, 2009	City learns that Chief Clancey has withdrawn his name
Jan. 12-13, 2009	Four remaining finalists visit Columbia for tours, interviews, live broadcast news conferences, public receptions
Jan. 16 – 21, 2009	Public invited to comment on four finalists - online survey available
Jan. 30, 2009	City Manager meets with citizens advisory committee – announces Chief Burton and Major Laughlin as remaining finalists
Jan. 30 – Feb. 17, 2009	City Manager continues interviews with finalists, references and others familiar with their work
Feb. 19, 2009	City Manager announces appointment of Kenneth M. Burton as new Columbia Police Chief, effective around April 1, 2009