

POLICE CHIEF

CENTENNIAL LAKES POLICE DEPARTMENT



Why Apply?



The Centennial Lakes Police Department (CLPD) is an outstanding opportunity for its next Police Chief to lead a high-performing, professional, and progressive police department into the future. CLPD is a joint-jurisdictional law enforcement agency serving the cities of Centerville, Circle Pines, and Lexington in Anoka County, located in the northern suburbs of the Minneapolis-St. Paul metropolitan area. The new Chief will lead a department that is exceptionally well trained and well equipped, in an area with easy access to big city amenities while retaining the small-town charm of three smaller communities. This low-crime region offers vibrant neighborhoods, excellent schools, parks, trails, lakes, and other regional amenities that contribute to an outstanding quality of life. CLPD enjoys strong support from the communities it serves and is grounded in a culture of public safety and professionalism. The new Chief will have the opportunity to lead a relatively young workforce in this close-knit department, where the motto is “Serving with Courage and Compassion.”



Welcome to CENTENNIAL LAKES

Located about 20 miles north of Minneapolis in southern Anoka County, the Centennial Lakes Police Department provides law enforcement services to the cities of Centerville, Circle Pines, and Lexington. Situated along the Interstate 35W corridor, these communities offer small-town charm, natural beauty, and convenient access to the Minneapolis–Saint Paul metropolitan area.

Centerville, a growing community of 4,000, is known for its scenic setting among several lakes, giving it a slightly more rural and recreational atmosphere. Centerville is geographically unique in that it is completely surrounded by the larger city of Lino Lakes. Nearby, the expansive Rice Creek Chain of Lakes Park Reserve provides over 5,500 acres of connected trails, parks, and waterways for year-round outdoor recreation.

Circle Pines was founded in 1947 as a cooperative community, with the goal of promoting affordability and shared governance. Today, with a population of about 5,000, it is a fully developed, primarily residential city spanning two square miles, featuring tree-lined neighborhoods and an extensive network of trails that wind through parks, lakes, and scenic wetlands.

Lexington is a family-friendly community of nearly 3,000 residents. Known for its Revolutionary War themes, the city offers tree-lined streets, local eateries, popular sports fields, and convenient shopping at the Northway Shopping Center. As one of the smallest cities in Anoka County, Lexington maintains a more compact appeal for those seeking a close-knit, welcoming neighborhood.

Together, these communities are known for offering a safe environment and a balance of suburban tranquility and urban accessibility, supported by excellent public services such as fire, police, and the highly regarded Centennial School District. The region is conveniently served by Minneapolis–Saint Paul International Airport, located less than 25 miles away.



THE CENTENNIAL LAKES POLICE DEPARTMENT

The Centennial Lakes Police Department was established on January 1, 2000, as a joint powers entity formed to provide law enforcement and safety services to the Minnesota cities of Centerville, Circle Pines, and Lexington. Operating from their Circle Pines police station, the Department serves just over 12,000 residents across approximately five square miles with a 2026 budget of \$3.38 million. In 2025, the Department responded to 9,212 calls for service.

The Department is overseen by a six-member Governing Board comprised of the mayor and a council member from each city. The Board meets quarterly and additionally as needed, with the City of Circle Pines acting as fiscal agent. An Operations Committee is responsible for administration and operations and consists of the Police Chief and the three city administrators. Leadership roles for both the Governing Board and the Operations Committee rotate annually among the participating cities.

The Department is structured into four divisions: Patrol, Investigations, Community Services, and Records. Staffing includes 17 full-time and one part-time sworn officers, two full-time and one part-time civilian clerical/records technicians, and three part-time civilian community service officers.

All CLPD Officers are either certified Emergency Medical Responders, Emergency Medical Technicians (EMTs) or Paramedics. The Department also receives valuable support from volunteers who participate in its Reserve Officer Unit.

Mission Statement:

“To serve the Cities of Circle Pines, Centerville, and Lexington in a collaborative effort to enhance the quality of life of our citizens through crime prevention, problem-solving, equitable enforcement of laws, promotion of safety, and community-oriented policing.”





THE POLICE CHIEF

The Police Chief is responsible for all aspects of providing public safety services to the cities of Centerville, Circle Pines, and Lexington. The Police Chief reports to the Operations Committee and has two direct reports: the Captain and Office Supervisor.

OPPORTUNITIES & CHALLENGES:

Staffing

The Chief will be responsible for maintaining authorized staffing levels and for recruiting, retaining, and developing officers and civilian staff. Recruiting top talent will remain a priority, supported by quality training, modern equipment, and effective leadership.

Financial

The Chief will play an integral role with the Operations Committee in developing and managing a fiscally responsible budget that aligns with community expectations and positions the Department for future success, while balancing budgetary and political realities.

Intergovernmental Law Enforcement

The Chief will be an integral part of a large and complex and successful network of law enforcement agencies throughout Anoka County that collaborate in a team-oriented environment to address regional challenges. As policing continues to evolve, this role offers the opportunity to lead innovation, embrace new technology, and share resources.

Providing Law Enforcement to Three Cities

While the three communities are unique, they enjoy mutual support in law enforcement and other municipal services, and each city has equal representation in providing these services. This service delivery model works well, but instances do arise whereby differences need to be addressed and resolved.

Technology Upgrades

CLPD is in the process of completing a comprehensive records management upgrade affecting all law enforcement agencies in Anoka County. The next phase will include new technology for computer-aided dispatching and police report writing. The Chief will lead the Department through the migration to this new technology which is expected to be completed by the end of the year.



IDEAL CANDIDATE TRAITS

- Excellent communication skills with staff, elected officials, and residents.
- Confident, forward-thinking, innovative leader that can inspire others, build trust, and is driven to achieve results and positive outcomes.
- Leads with the highest ethics and integrity, transparency, and accountability to inspire a high-performing team.
- Proactively builds and strengthens partnerships with the Operations Committee, Governing Board, and the communities. Works collaboratively with community stakeholders to promote public safety.
- Navigates complex environments and difficult situations with professionalism, integrity, compassion, and sound judgment.
- Fosters a culture aligned with “Serving with Courage and Compassion” and the highest ideals of public safety while building and sustaining public trust.
- Works collaboratively with community stakeholders to promote public safety through community-oriented policing, strategic visioning, and long-range planning for success.
- Understands and values the demographic, socioeconomic, and political diversity of the three communities. Can work effectively with three governing jurisdictions simultaneously.
- Effectively advocates for the best interests of the department, manages budgets and efficiently allocates resources, balancing the departmental needs with political and budgetary realities.
- Effective supervisory skills that model exceptional professionalism, is approachable and receptive to all staff, and is viewed as a mentor to staff.
- Places a high value on public visibility and interaction throughout the communities.



EDUCATION & EXPERIENCE

- Bachelor's degree in criminal justice, police administration, law enforcement or related field (Master's degree is preferred).
- 10 years of progressive law enforcement as a licensed police or peace officer, including three years of command experience.
- POST license and a Minnesota Class D driver's license.
- Or equivalent education and experience that demonstrate the necessary knowledge, skills, and abilities.

PREFERRED: Advanced experience with the FBI National Academy or other applicable supplemental education.

COMPENSATION & BENEFITS

This position offers an annual salary range of \$140,000 to \$165,000, based on qualifications and experience, along with a comprehensive benefits package.

- Minnesota Public Employees Retirement Association Police & Fire Plan
- Family health, dental, and life insurance stipend
- 13 paid holidays annually
- Personal time off amount (to be negotiated)
- Take home vehicle for employment use
- Access to on-site fitness equipment



RESOURCES

[City of Centerville](#)

[City of Circle Pines](#)

[City of Lexington](#)

[2026 Budget](#)

[2025 Annual Statistics](#)

[2024 Annual Report](#)

[Org Chart](#)



TO APPLY

Apply Online: gmphr.com

First Review: **May 17, 2026**

More Info: Jeff Weldon, GMP Consultants
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