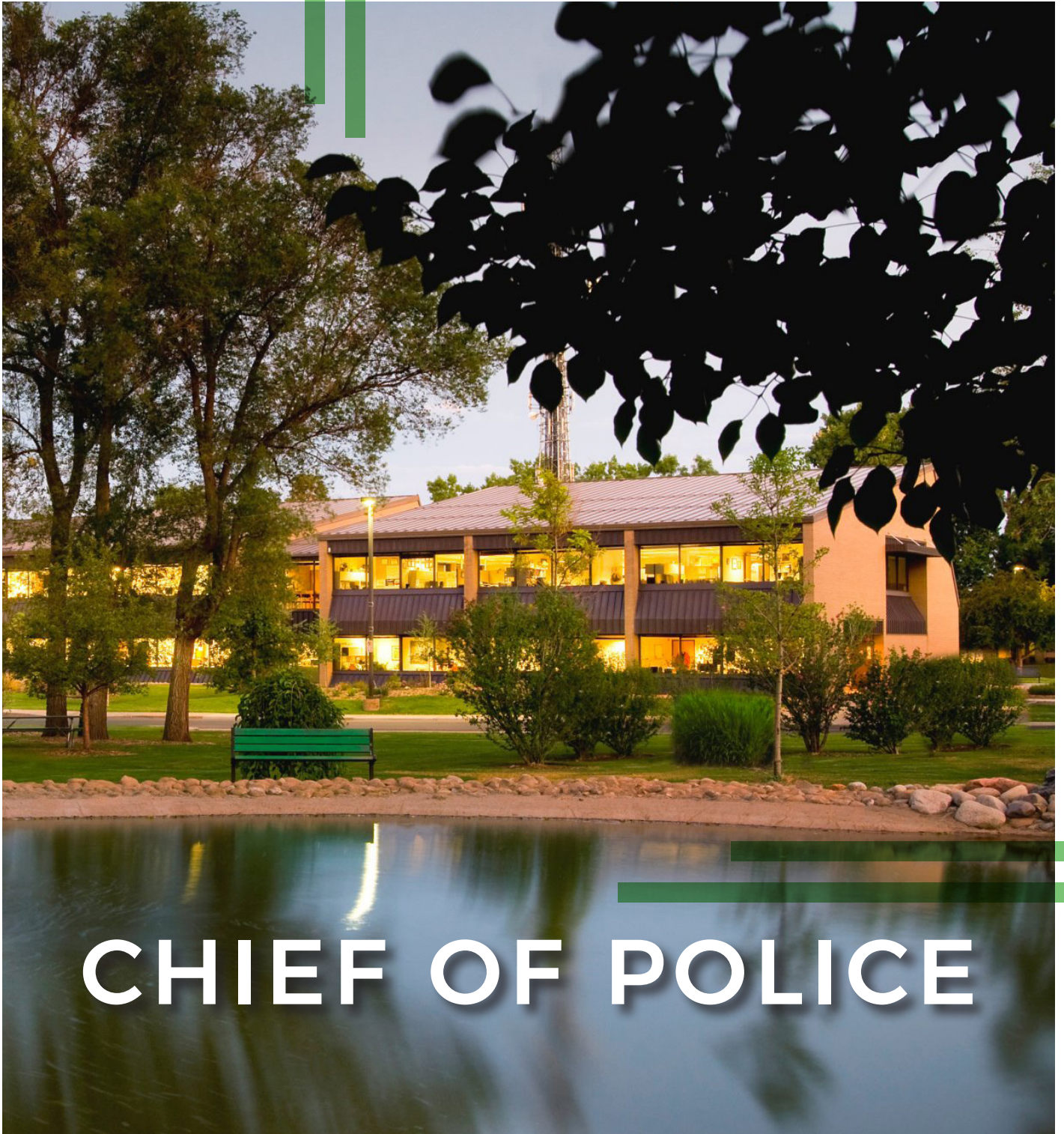
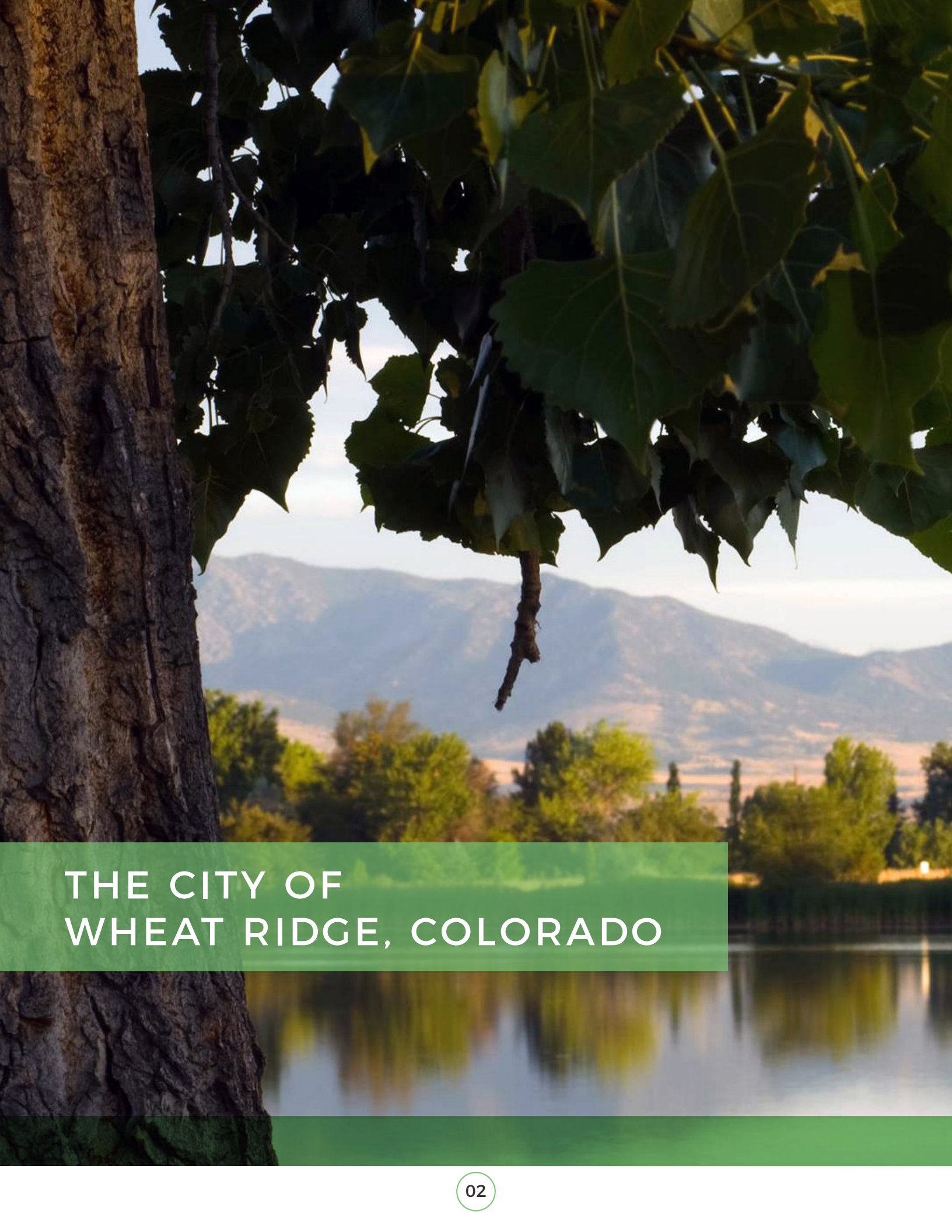


A SEARCH IS
underway for a
new Police Chief.

Wheat Ridge, CO



CHIEF OF POLICE



THE CITY OF WHEAT RIDGE, COLORADO



01. A RARE AND INCREDIBLE OPPORTUNITY



A national search is underway to attract a highly qualified individual to become the next Chief of Police in the City of Wheat Ridge, Colorado.

This is a rare opportunity for a proven leader and collaborator to transform an evolving law enforcement agency in the heart of the Denver Metropolitan Area.

The City of Wheat Ridge seeks to continue its strong police-community relationship while advancing its commitment to public safety, community policing and promoting an outstanding quality of life for residents and visitors.

Wheat Ridge is seeking a Chief of Police who is passionate about that mission and enthusiastic about the opportunities ahead.

GOVERNING STRUCTURE

02.

Wheat Ridge is a home-rule city that operates under a Council-Manager form of government. The City Council is comprised of eight members and an elected Mayor.

The City Council serves as the governing body, while the City Manager is responsible for the city's \$77 million budget, supervising the delivery of public services and implementing public policy approved by the City Council. Wheat Ridge is a limited-service city with other agencies providing emergency dispatch/9-1-1 services, fire, water, utilities, sanitation, and trash services. Like other department heads, the Chief of Police is an at-will employee who serves at the pleasure of the City Manager.

The City Council recently established its 2035 Vision, the city's Strategic Priorities, and updated its Neighborhood Revitalization Strategy. A few of the community's immediate and long-term priorities include the revitalization of its neighborhoods and addressing crime and associated challenges in the area of I-70 and Kipling Street, which generates approximately 30 percent of the police department's calls for service. The Wheat Ridge Police Department (WRPD) has a significant role in these endeavors.

CITY OF WHEAT RIDGE MISSION:

**Personalized
service at a
high standard
of excellence
creating a
financially
sustainable
community.**

**We protect
lives and
property,
shape Wheat
Ridge's future,
enrich our
citizens' lives
and engage
our citizens.**

★★★★★





03. THE COMMUNITY



The City of Wheat Ridge is proud of its history and is celebrating its 50th year of incorporation in 2019.

Numerous community events and celebrations are underway to bring this special community together in honor of this milestone. With a population of approximately 31,000 and an altitude of 5,459 feet, Wheat Ridge encompasses an area of 9.5 square miles and borders the western edge of Denver. Its ideal climate brings more than 300 blue-sky days per year – more than San Diego and Miami Beach.

Wheat Ridge embodies the deep roots of a city with a rich history and a strong sense of community. The City incorporated in 1969, but its heritage extends back to the 1800s. Its roots were first established during the Gold Rush of 1859 when the community served as a rest stop for miners heading to mountain gold camps. It was named Wheat Ridge for the golden ridges of wheat noted by travelers passing along the Overland Trail.



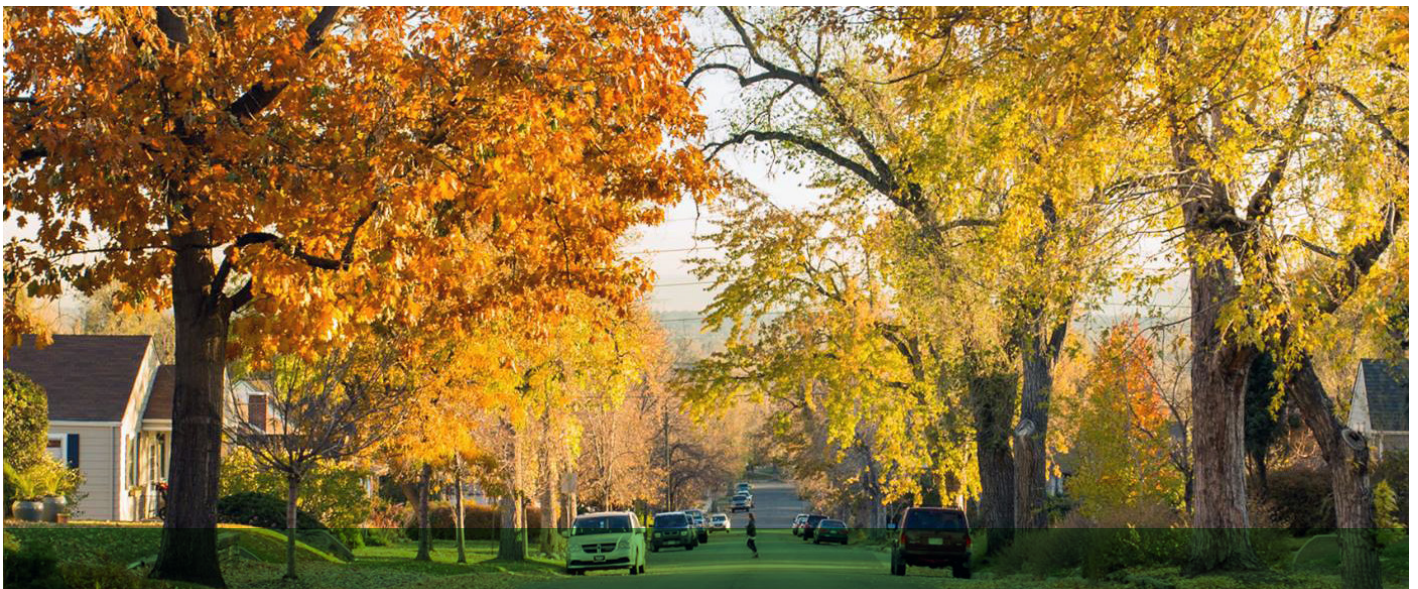
Today, Wheat Ridge's central location provides short commutes to major interstates, the majestic Rocky Mountains, and the amenities of the large metropolitan City of Denver. With easy access from Interstate 70, skiing, hiking, and a wide range of internationally-acclaimed mountain sports are less than an hour away. The recent completion of the commuter rail station in Wheat Ridge provides even greater access to the metropolitan area as well as Denver's International Airport.

Wheat Ridge offers a mix of retail/commercial businesses and unique residential neighborhoods. There are several large-scale redevelopment opportunities, as well as the ongoing development of three commercial areas within the city. The community is also home to a large regional hospital complex, SCL Health Lutheran.



The City boasts 24 beautiful parks, 274 acres of protected open space, four lakes and more than seven miles of trails along Clear Creek, with opportunities for walking, biking, horseback riding, and nature viewing. The trail also provides direct access to four different parks within the City. The Park and Recreation Department operates a remarkable 70,000 square foot recreation center with an abundance of programming for all ages.

The Wheat Ridge community is proud of the high-performing Jefferson County Public Schools, which provide a quality education that prepares students for a successful future. For those seeking higher education, residents and businesses have easy access to world-class research institutions, including the University of Colorado and Colorado School of Mines and nearby Red Rocks Community College.





POLICE 04. DEPARTMENT

The WRPD is a state and nationally accredited agency dedicated to providing professional police services to the community.

With an \$11 million operating budget, the department is currently funded for 82 sworn officers and 24 professional staff. The WRPD receives approximately 38,000 calls for service each year and embraces the principles of community-oriented policing and problem solving.

The Chief of Police plays a key role in strategic planning and policy development for the City of Wheat Ridge and leads such efforts for the police department, providing overall leadership and direction for the department and its divisions (operations and field services). In the department's current configuration, both Emergency Management and Professional Standards report directly to the Chief of Police, while Division Chiefs lead the department's two divisions: Patrol Operations and Support Services.

The Patrol Operations Division is managed by a Division Chief and supported by two Commanders. In addition to providing 24-hour patrol services, the Patrol Operations Division operates four special units: Crime Prevention (includes school resource officers), SWAT (member agency of West Metro SWAT), Crash and Traffic (collision investigation and traffic enforcement), and the Community Services Team (code enforcement, nuisance violations, animal control, and park regulations).

The Support Services Division is also managed by a Division Chief and supported by a Commander. This division includes the Investigations Bureau (persons and property crimes, drug task force, vice/intelligence, and auto theft task force), the Records Team, Crime Analysis Unit, Property and Evidence Unit, and Training and Accreditation.

The police department's organizational chart can be viewed [here](#).

05. IDEAL CANDIDATE

The next Chief of Police will be a servant leader with impeccable integrity. They will be an effective communicator who is genuine, personable, welcoming, and humble in all facets of their interactions with department members, city staff, and the community.

The ideal candidate will also:

- Be visible, accessible, and engaged in the department and community
- Recognize the complexities of policing a small community surrounded by a large metropolitan area, including the necessity of strong partnerships with allied agencies, the community and other stakeholders
- Be a progressive and accomplished executive who welcomes innovation and supports the practice of modern law enforcement
- Promote trust within the organization by fostering communication throughout the ranks and valuing the contributions of all department members
- Recognize that transparency is a necessity to build trust and, in the long-term, genuine trust is more important than a superficial image
- Value the experience, judgment and competence of their staff, and strive to develop an organization that drives operational decision making to the lowest possible level
- Be politically astute, but apolitical
- Be a public safety champion who recognizes the importance of partnerships with other city departments and the value of collaboration at all levels of government
- Embrace a collaborative and transformational leadership style and be inclusive, engaged, and visionary
- Be a capable manager and administrator who makes sound business decisions
- Be a strategic thinker who can effectively analyze problems and present solutions
- Promote a welcoming and inclusive workplace that engenders the City's values while fairly, equitably, and consistently holding employees accountable for their competency, performance, and conduct





06. KEY CHALLENGES AND OPPORTUNITIES

In addition to opening new doors for communication and transparency, the next Chief of Police will have a rare and exciting opportunity to transform the culture of the WRPD while providing effective leadership to support the City's goals.

Key challenges and opportunities facing the new Chief include:

- **Building a department for the future** – ensuring the department is structured and staffed appropriately now and in the future; examining sworn and civilian personnel resources to ensure they are properly utilized and deployed to meet the community's needs; exploring new opportunities to promote efficiency by reducing bureaucracy and streamlining the workload; and ensuring the workplace is safe and secure
- **Crime and quality of life** – implementing a vision that aligns with the community's needs by developing a citywide strategy to reduce and prevent crime, especially the myriad of issues in hot spots like Interstate 70 and Kipling Street, the parks and greenbelt areas, and the City's neighborhoods; applying strong and fair code enforcement and other collaborative solutions to address homelessness
- **Promoting a welcoming and rewarding workplace** – aspiring to make the WRPD a "destination" employer in the Denver Metropolitan Area by adopting a modern recruiting and retention philosophy to meet the changing needs of the City and community; recognizing and welcoming the differences and complexities of today's workforce; and providing vast training, career development, and succession opportunities for all department members
- **Organizational culture** – instilling a positive culture where two-way and lateral communication is open, welcome, and transparent; supporting a work environment where operational decisions are made at the lowest level, whenever possible
- **Leveraging resources and partnerships** – continue partnering with allied agencies and the community to recognize and address complex urban issues that are common in a metropolitan area, while preserving the community's small-town feel and charm
- **Embracing technology** – be at the forefront of opportunities to adopt technology that will improve workflows, processes, safety, and performance while remaining mindful of the effects on end-users; adopt a stronger social media presence consistent with the City's recent public engagement efforts
- **Promoting the City's mission and vision** – reinforce WRPD's relationship with other city departments and promote optimum collaboration at all levels of city government



07. QUALIFICATIONS

EXPERIENCE

The most competitive candidates for the Chief of Police position will possess at least 10 years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing and crime reduction efforts. It is preferred that this experience be with a similar-sized or larger metropolitan police agency. Candidates must have a proven and demonstrated track record of working collaboratively inside their organization and with community and law enforcement partners.

EDUCATION

A Bachelor's degree, preferably augmented by graduate studies, is highly desirable.

CERTIFICATION REQUIRED

Position requires certification as a police officer, or the ability to obtain certification, as mandated by Colorado POST: <https://www.colorado.gov/pacific/post/provisional-certification>





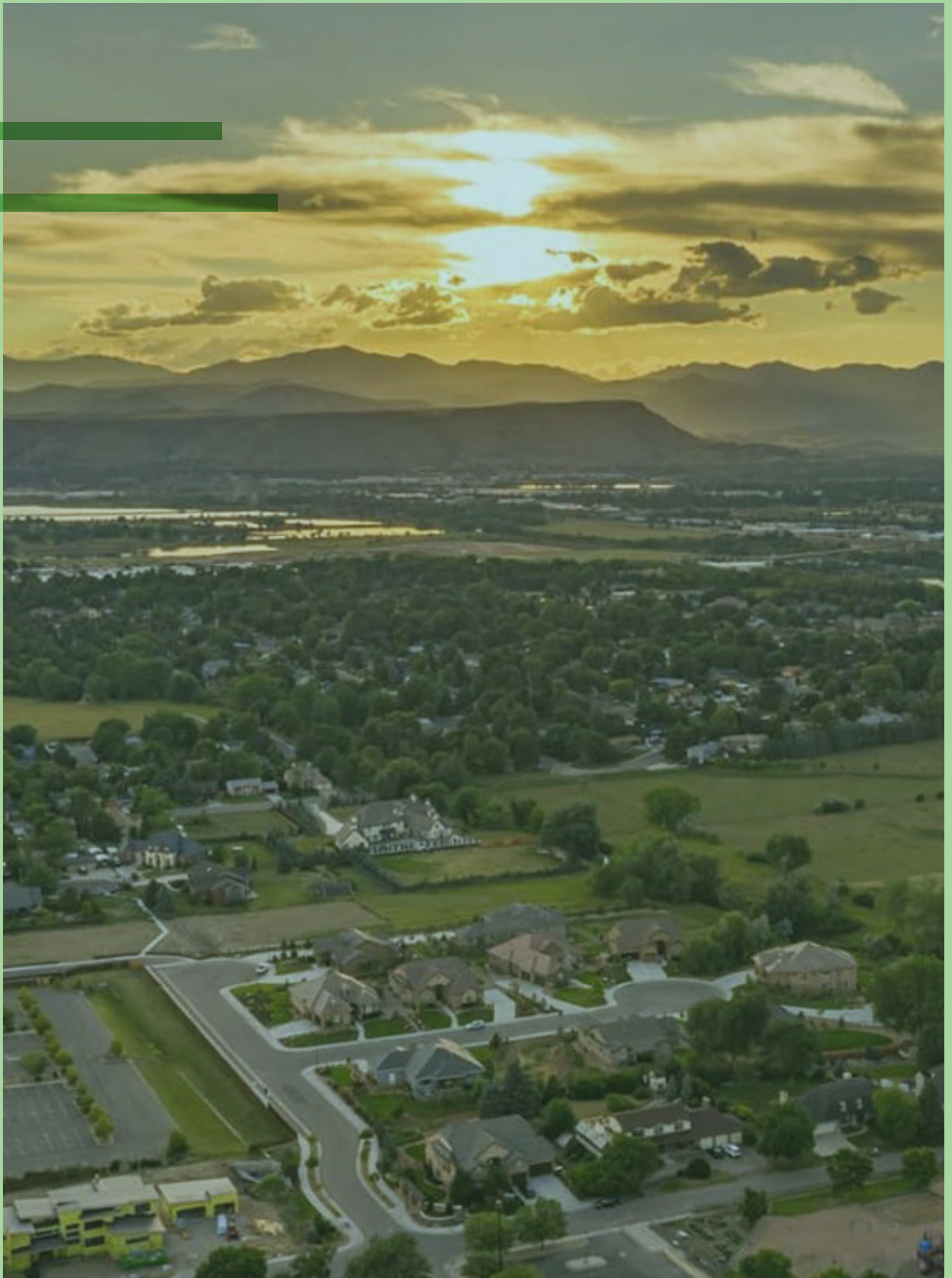
08. COMPENSATION & BENEFITS

This salary range for this at-will position is \$128,500 - \$199,100 annually, with placement depending on qualifications, salary history and accomplishments.

Compensation will be augmented by an excellent benefits package, including a city-supplemented defined contribution retirement plan, very generous health care benefits and other fringe benefits.

Details are available in the employee [Benefits Guide](#). The new Chief of Police may be eligible for additional benefits including relocation assistance, cell phone stipend, and use of a city vehicle.





09. TO BE CONSIDERED



APPLY TODAY!

This recruitment will be confidential through the initial stages of the search and selection process. This position will be considered “open” until a final selection is made. The first review of applications will occur on November 15, 2019. Candidates are strongly encouraged to apply prior to that date.

Electronic submittals (strongly preferred) are to be sent to apply@publicsectorsearch.com and shall include a compelling cover letter, comprehensive resume and list of references.

Only the most highly qualified candidates will be invited to participate in the selection process, which is tentatively scheduled to take place on December 3, 2019. Finalists will be invited back to the City to participate in additional interviews and both a community and employee forum the week of December 16, 2019.

Upon selection by the City Manager, a conditional offer of employment will follow. Employment is contingent on the successful completion of a detailed law enforcement background investigation and other City hiring requirements. Ideally, the new Chief of Police will join the City of Wheat Ridge in early 2020 or upon a mutually agreed date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Mr. Gary Peterson (Chief of Police, Ret.)

CEO / PRESIDENT

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

The City of Wheat Ridge is an equal opportunity employer who supports equal opportunity for all people, regardless of Race, Color, Religion, Gender, Sexual Orientation, Age, National Origin or Disability.



Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING