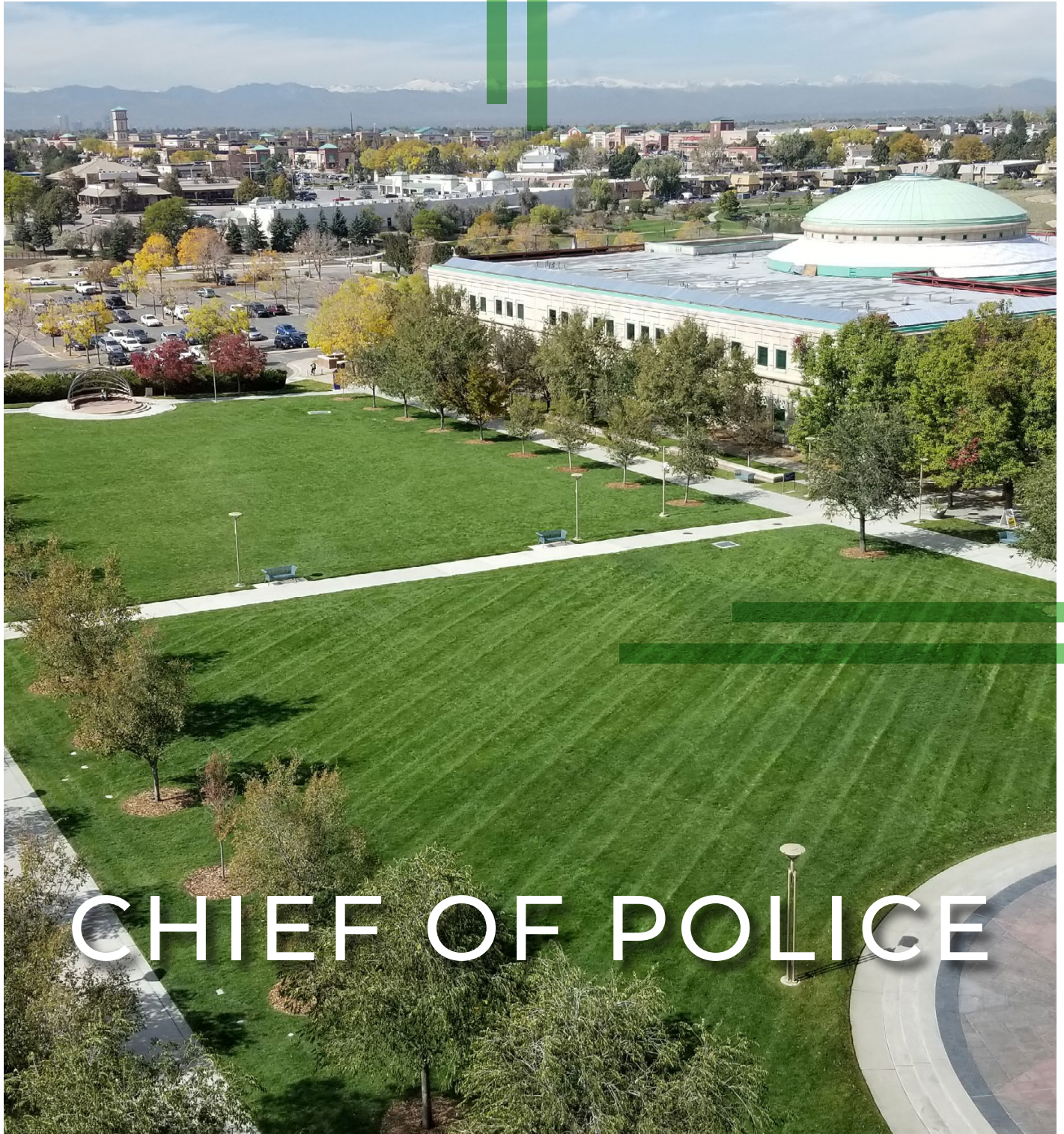


A NATIONAL SEARCH
is underway for a new Police Chief

Aurora, Colorado



CHIEF OF POLICE

THE CITY OF AURORA, CO

THE 01. OPPORTUNITY



CITY OF AURORA
Colorado

A search is underway to attract a highly qualified candidate to lead the Aurora Police Department (APD) into the future.

Like most metropolitan cities across the country, Aurora experienced its share of protests and an increase in crime in the past two years. The next Chief must be equipped to handle the challenges and opportunities associated with a consent decree recently put in place on February 14, 2022. The next chief must also work to implement effective crime reduction strategies while balancing efforts to strengthen and build trust with Aurora's different communities, including communities of color and those representing other marginalized groups. Aurora seeks a Chief of Police who is passionate about that mission and enthusiastic about this opportunity.

CITY **02.** GOVERNMENT

The city of Aurora is a full-service home rule city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager.

Appointed by a diverse group of elected leaders, City Manager Jim Twombly has made public safety a top priority for the City of Aurora. This is evident in its investments in Police, Fire, Aurora 911, and Emergency Management. Nearly 60 percent of the city's general fund budget supports Aurora's public

safety functions. Additional services such as street maintenance, library, cultural services, and parks and planning are part of a team of 22 departments. The police chief will be a highly visible and accessible leader in city government. The position is appointed by and reports to the city manager.





03. THE COMMUNITY

Aurora is Colorado's third-largest city, with a diverse population of more than 389,347 as of the July 2021 census.

At 163 square miles, the city reaches into Arapahoe, Adams and Douglas counties. Aurora's strategic comprehensive plan emphasizes the formation of livable, full-service neighborhoods. Long known as the Gateway to the Rockies, this All-American City lies on the eastern edge of the Denver-Aurora Metropolitan Area. The city boasts spectacular views of the Front Range spanning from Pikes Peak in Colorado Springs to Longs Peak in the Rocky Mountain National Park. Aurora offers something for everyone, from convenient urban living to master-planned communities. Being part of the Denver Metropolitan Area, you can enjoy all

the excitement and activities of a major city while still enjoying the comforts of a modern suburban lifestyle. More than 450 neighborhoods complete the fabric of the community.

Aurora's climate is mild and dry, with more than 300 days of sunshine a year, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora not only offers proximity to world-class skiing and major sports and entertainment venues, it has an abundance of golf courses, two reservoirs, more than 97 parks, and over 5,000 acres of open space and trails.

CITY OF AURORA:

Our Mission

- We unify diverse communities.
- We are a leader in creative outcomes.
- We are an innovator in economic development.
- We partner with public and private research institutions.
- We have water, land and other valuable resources.
- We provide the full range of quality municipal services.
- We invite active citizen participation in our government.
- We will implement the city's vision.



Aurora offers access to quality education with four school districts and 12 campuses of higher learning, meeting the instructional needs of residents and those beyond the city limits. Consistent with the diversity of the residents, there are more than 160 different languages spoken in the schools. The city's annual Aurora Scholars program honors a student in every grade in every school in Aurora.

Access to high-quality health care is another amenity Aurora residents enjoy. The [Children's Hospital Colorado](#) is consistently ranked one of the best pediatric medical centers in the country, and the University of Colorado Hospital – the primary teaching hospital for the University of Colorado School of Medicine – was ranked among the top 50 hospitals

by U.S. News and World Report. Aurora is also home to the [Anschutz Medical Campus](#), a state-of-the-art research, education and patient care facility.

Buckley Air Force Base has had a presence in the region since the 1930s. While Buckley transitioned to the Buckley Space Force Base in 2021, the impact on Aurora cannot be understated. Buckley is estimated to contribute \$1 billion annually to the local economy. The newly constructed Rocky Mountain Regional VA Medical Center opened in 2018 and supports the medical needs of more than 100,000 veterans in the region.

Aurora continues to be a great place to live, work, and play. The next chief will inherit a community that takes pride in its diversity and upward trajectory.

THE POLICE 04. DEPARTMENT

The Aurora Police Department (APD) is authorized 744 officers and 237 professional staff employees.

The department is currently led by retired Chief Daniel J. Oates, who has agreed to serve as the interim chief until a permanent replacement can be hired through a national search. Chief Oates will not be a candidate for the position. The Aurora Police Department offers crime prevention, intervention, and suppression efforts to make the community safe for residents and visitors. The agency believes the challenges facing the police department can only be addressed effectively by building trust and collaborating with community leaders, school administrators, members of the business community, non-profit organizations, other government agencies, and most importantly, individual residents. APD headquarters is located at the Aurora Municipal Center and police personnel are deployed from headquarters and three district stations.

As a proponent of intelligence-led policing, the Aurora Police Department generates monthly statistical reports analyzing all the city's significant crimes. All crime statistics can also be viewed by district. Crime data is used to deploy resources and is typically published quarterly and at the end of the year.



05. CHALLENGES AND OPPORTUNITIES

The next police chief will need to understand the nuances of 21st-century policing.

This will include but is not limited to the following:

- A top to bottom assessment of the agency to ensure it is reflective of industry best practices
- Recruiting and retaining a diverse workforce. Like many agencies across the country, APD has recently struggled to recruit and retain employees. APD will need to review its current approach to recruiting and work with stakeholders to make recruiting a community effort. Moreover, the next chief will need to work toward the goal of having a workforce that is reflective of the community.
- The next Chief will work with the independent monitor and Colorado Attorney General to fulfill the consent decree's requirements. While this will present challenges, the new chief will lead this effort to develop a roadmap for the future of public safety in Aurora and advance the police department as it continues its police reform efforts
- Capable of balancing the needs of the community and sworn/non-sworn members of APD
- Create an environment where officers feel supported when they are right and held accountable when they are wrong
- Develop effective partnerships with state and local media outlets
- Politically astute without being political
- Work with local leaders to ensure the agency is reflective of community values on all matters surrounding immigration issues



IDEAL 06. CANDIDATE

The ideal candidate should have a strong record in developing effective crime reduction strategies.

This should include intelligence-led policing and a robust Community Policing Program. The ideal candidate will be forward-thinking, focused, and driven to ensure department policies and actions are consistent with the best policing practices appropriate in today's world. The chief will represent continued progress and positive movement toward a safer Aurora.

STRATEGIC

The ideal candidate will play a significant role in the continued evolution of public safety by providing expertise and insight from the police executive perspective. The ideal candidate will find innovative strategies to increase the department's capacity to engage Aurora's changing community while implementing crime reduction strategies that are fair and constitutional. The selected candidate will have a demonstrated track record of promoting diversity within the department and the community.

INSPIRATIONAL

The new chief of police will be both an inspirational leader and an experienced executive who inspires

confidence and trust from the community and earns the respect of sworn and civilian employees. The top candidate should be able to demonstrate a plan for career development and training ideas for the sworn and non-sworn workforce. The successful candidate will be an individual who is empathetic, compassionate, and respectful. The ability to build strong and genuine connections with an engaged community and department is essential for success. The selected candidate should be a good listener, approachable, responsive, and open-minded.

ENGAGING

The new chief of police will proactively address internal and external challenges and make tough decisions while advocating for department members and the community. The candidate will need to manage union relationships and collective bargaining. The chief will always be transparent, valuing trust over any short-term gain in public perception or image. The chief will set the example for the command staff by being visible and engaging all segments of the community.



QUALIFYING CRITERIA

07.

EXPERIENCE

At least ten (10) years of increasingly responsible command and supervisory experience in municipal law enforcement, including five (5) years of administrative responsibility. Candidates should have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community. Experience should also include developing and implementing innovative community policing and crime control strategies.

EDUCATION

A bachelor's degree from an accredited college or university with major course work in a subject related to the position. A Master's degree in public administration or a related field is highly desirable. Advanced training such as the FBI National Executive Institute, FBI National Academy, PELI Program, Southern Police Institute, or PERF's Senior Management Institute for Police is considered a plus.

CERTIFICATION

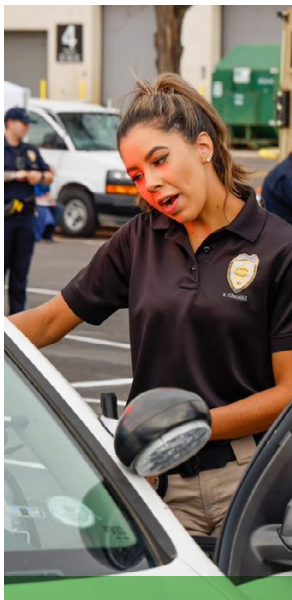
Must be a certified peace officer or have the ability to obtain certification as required by the state of Colorado Peace Officer Standards.



COMPENSATION AND BENEFITS

The current top salary for this position is \$286,000, with an expected hiring range between \$192,000 and \$250,000. The starting salary will be based on qualifications and is subject to negotiations. The city also provides an excellent array of benefits, including Retirement Savings & Pension, Medical, Dental, Vision, and Relocation Assistance. Please contact Public Sector Search & Consulting, Inc. for additional details.





NOMINATION AND APPLICATION PROCEDURES

08.

APPLY TODAY!

For optimal consideration, candidates are encouraged to apply by August 19, 2022, by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to apply@publicsectorsearch.com.

References will not be contacted until mutual interest has been established. Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process in September 2022.

After a selection has been made, an offer will follow, contingent on successfully completing the remainder of the city hiring process. The selected candidate will likely join the City of Aurora in October 2022 or a mutually agreeable date. This position will be considered open until a final selection is made.



APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

916.789.9990 (office)

www.publicsectorsearch.com

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

916.622.5323 (mobile)

gary@publicsectorsearch.com

Mr. Kenton Buckner, Chief of Police (ret.) – Senior Consultant

502.794.1943 (mobile)

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