



Chief of Police

City of Englewood, Colorado

Salary Range \$139,419 - \$209,129
(Depending on Qualifications)

Seeking applications from law enforcement professionals with command-level experience and strong leadership capabilities.

KRW Associates, LLC is assisting with this search.
Application materials are to be submitted to:
apply@KRW-Associates.com
Deadline: Friday, August 30 (5:00 PM MST)

The City



The City of Englewood, Colorado is at the heart of the Denver Metropolitan area, located just south of Denver with a population of approximately 35,000 residents and 2,100 businesses that employ 25,000 workers. This is a full-service, tight-knit community with a small city feel and yet with all of the benefits associated with a larger metropolitan area. The city is served by light rail and bus transit systems linking this community to Downtown Denver and other locations, including the Denver International Airport.



Englewood has a strong tradition of self-government. The city has a council-manager form of government with a seven-member city council which formulates the city's policies. The council consists of three members elected at large and four members elected by the district. All council members are elected to serve a four-year term. The mayor and mayor pro term are selected by the council membership every other year. The council appoints the city manager, who serves as the city's chief executive officer. The city manager has appointment authority over all city personnel (excluding the city attorney, who is appointed by city council, and the municipal courts, which are led by an elected judge).



Englewood provides its residents a comprehensive range of municipal services including land use planning, public safety, recreation, library, community development, cultural and neighborhood activities, a water utility, and public works services. The city has more than 400 full-time and 190 part-time employees; in the spring/summer, staffing levels fluctuate to include approximately 250 additional seasonal employees.

“The City of Englewood is dedicated to enhancing the quality of life for those we serve...”

The Police Department

The Englewood Police Department (EPD) is led by the Chief of Police, who reports to the City Manager and is assisted by a Deputy Chief, three (3) Division Chiefs, one (1) Lieutenant, eleven (11) Sergeants and over 60 Officers. Other key positions include Records Staff, Dispatch Staff, Civilian Staff, Code Enforcement, Crime Analysts, and Victim & Witness services staff. Divisions include Patrol Operations, Special Operations and Code Division, Support Services, Community Relations, Victim Assistance and Fire Marshal.

STRENGTHS

- The EPD enjoys widespread community support as demonstrated in the National Citizens Survey conducted biannually in which Englewood residents consistently rate police services as one of the highest-ranked services provided by the City of Englewood. In addition, Englewood voters overwhelmingly approved a permanent sales tax increase in 2021 dedicated to funding alternative policing programs related to homelessness, mental illness and addiction services which generates approximately \$1 million annually.
- EPD is well-known as an employer of choice, enjoying strong lateral officer recruitment from other agencies and EPD officer transfers to other local law enforcement agencies well below the national average. The Chief of Police serves on the City's Leadership Team made up of department heads that meet regularly to make important organizational policy and budgetary decisions in a highly democratic and collegial manner developed by the city manager's office.
- The department is housed in a state of the art, 51,000 square foot police headquarters built by a voter-approved bond in 2018. EPD has additionally enjoyed cutting edge equipment, hardware/software, vehicles, and other tools over the past six years thanks in large part to "premium" proceeds from the 2018 bond sale with approximately \$1 million in funding remaining.

The Position

The Chief serves as a department head and a member of the city's executive management team and contributes to the development and implementation of the city's goals, objectives, policies, procedures and service standards. The Chief manages the resources of the Police Department, plans, administers and directs all activities relating to: administration, police patrol, investigations, code enforcement, communications, and records. The Chief is responsible for the development of the department's mission statement, goals and objectives and he/she plans, organizes, supervises, reviews and evaluates department staff. The Chief is involved in hiring, and is responsible for staff's training and professional development.

The Position Continued

Other duties include:

- Preparing and monitoring of the annual budget to ensure compliance.
 - Directing the work of the Deputy Chief and Division Chiefs and assisting them in their duties.
 - Coordinating the city's disaster plans and emergency preparedness effort including oversight of the IGA between Englewood and the City of Denver-Denver Fire Department.
 - Reporting to City Management and City Council on department activities, and attending other pertinent professional meetings and seminars as directed by the City Manager.
 - Participating as a member of the management team during the collective bargaining process.
 - Serving as the "face" of the agency both internally and within the community.
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Qualifications

- Bachelor's degree in Criminal Justice, Police Management, Public Administration, Business Administration, or related field required; Master's degree or higher preferred.
- Eight (8) years of progressively responsible experience in public safety, with at least four (4) years at the rank of Police Division Chief, or an equivalent position in a related organization.
- At time of employment possess a valid Colorado class "C" driver's license with a clear or acceptable MVR.
- Colorado P.O.S.T. certified; or eligible to obtain certification within six (6) months of hire.
- Any equivalent combination of training, education, and experience, which provides the individual with the required knowledge, skills, and abilities to perform the job may be considered.
- Attendance at the FBI National Academy, PERF-Senior Management Institute for Police, the Northwestern School of Police Staff & Command, or a similar program is a plus.

The Ideal Candidate

1. A leader who will serve as the “face of the agency”. One who is engaged and visible within the department and in the community.
2. Is a visionary who can thoughtfully plan for the future, while respecting the agency’s history.
3. One who understands and appreciates the departments existing “family” and “small-town” culture. Not looking to be a change-agent to “fix” the department.
4. An advocate for the staff and police department within the city government and community.
5. A decision-maker who is approachable, thoughtful, deliberate, and transparent in their communications and decisions.
6. A proponent for officer’s safety and professional growth– through offering additional internal training and opportunities for employees.
7. An officer who remembers his/her roots and can relate to the line-level employees.
8. A professional who exhibits social and emotional intelligence.
9. An effective communicator who exhibits excellent communication skills, both in active listening and communicating with employees within the Englewood Police Department, the City of Englewood and with all outside community groups, including the press. Is proactive in finding opportunities to share professional information and updates regarding the Englewood Police Department.
10. Is experienced in all levels of municipal policing operations, skilled and knowledgeable in current and emerging Police Best Practices, and experienced in emergency management and incident command protocols.



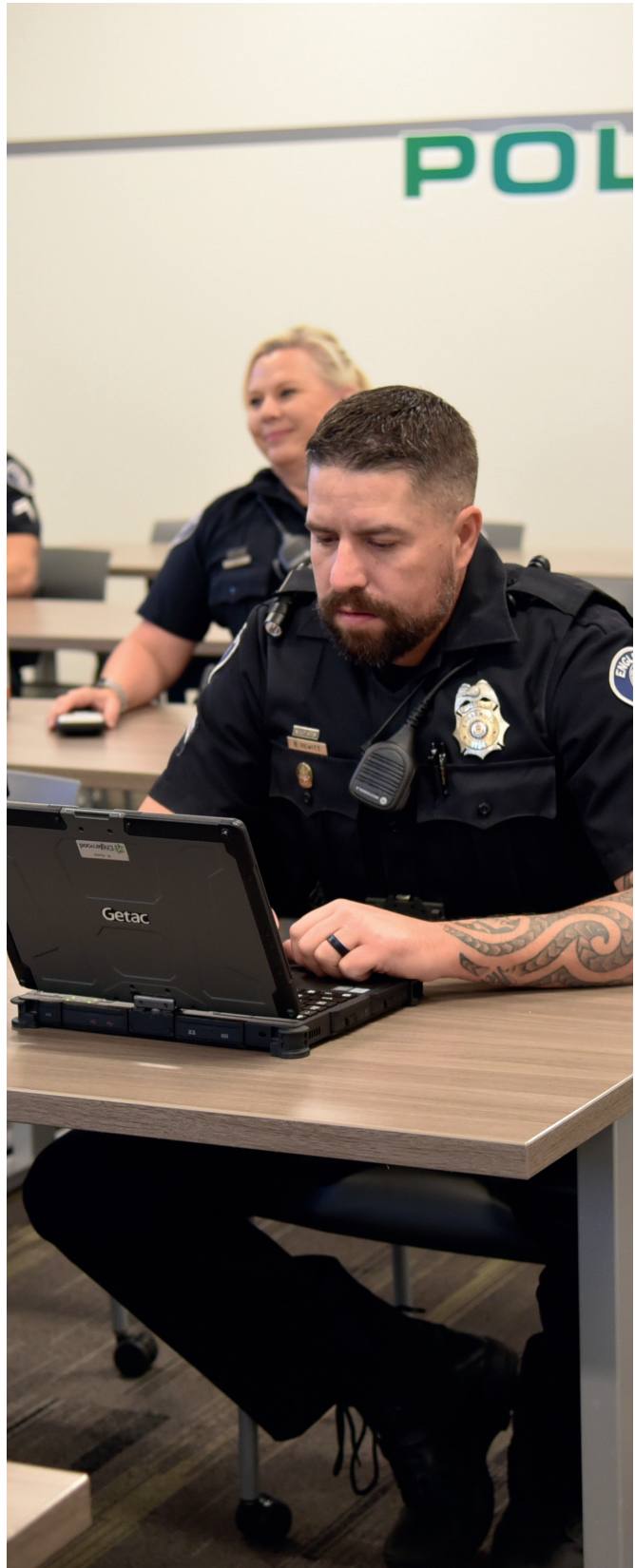
Opportunities



- Building and promoting the strong reputation and healthy organizational culture in EPD to recruit and retain the best staff while deploying new and creative approaches to recruitment.
- Engaging employees to empower problem solving while ensuring they are “Known, Matter and Included” in keeping with the City of Englewood’s organizational culture.
- Identifying succession planning and career development opportunities such as special assignments, training, mentorship, etc. available to all department staff
- Anticipating the impacts of technological advances and how they can impact police positively or otherwise.
- Building upon and enhancing EPD’s successful community relations and alternate policing programs while pursuing best practices, innovation, and technological solutions to challenges.
- Promoting and increasing usage of the department’s exceptional mental health service options.
- Finding innovative ways to increase free/unobligated time for officers and detectives to be more proactive at hot spots and areas of community concern.
- Monitoring and addressing time demands for report writing in the patrol and detective divisions.

Challenges

- Lowering the occurrence of crime in the city as Englewood consistently ranks near the top in Colorado for crimes per capita.
- Adapting to the changing demographics and community expectations of residents with increased multi-family housing, rising per capita incomes, and influx of millennial generation residents.
- Balancing priorities influenced by unfunded state mandates, community needs/City Council expectations, staffing challenges and budgetary constraints.
- Maintaining Englewood's status as a statewide leader in implementation of training, technology and use force policies as required by Colorado police reform laws, while recognizing these and other societal shifts have softened widespread support for law enforcement agencies that create officer morale concerns.
- Working with other city departments, non-profit organizations, other city/county/state agencies, and local businesses to address pressing challenges related to homelessness, mental health and addiction.



Compensation & Benefits

Salary Range: \$139,419 - \$209,129

- Health Insurance – Kaiser Permanente
- Dental Benefit– Delta Dental
- Vision Benefits– United Healthcare
- Sick Leave– Accrued at 96 hours per year
- Paid Time Off (PTO)- Accrued based on years of service
- Paid holidays– 13 per year
- Retirement Benefits
- 401(a) Money Purchase Plan– Mission Square– Mandatory 6% employee contribution; 10% City Contribution (immediate vesting)
- 457(b) Deferred Compensation Plan– Mission Square– optional participation– accepts voluntary employee contributions only
- Payroll Deductions Roth IRA- optional participation– voluntary employee contributions only
- FPPA Retirement Plan- Defined Benefit
- FPPA Statewide Death & Disability Plan
- Long-term Disability Plan– City pays 100% of premium; 60% of employee monthly salary– maximum benefit \$7,000 per month
- Life Insurance– City pays 100% of premium equal to Employee's salary
- Flexible Spending Account (FSA)
- Employee Assistance Program (EAP)- 6 sessions per year per family member, paid by City
- Wellness Benefit- \$250 per year
- Additional Optional Voluntary Benefit Plans available for purchase
- Life Insurance, Accident Insurance, Critical Illness Plan, and Pet Insurance
- Other Benefits include: Englewood Recreation Center Usage; Wellness Program; Language Pay Program; Employee Referral Program; Employee Retention Program; and Organizational Training.





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Click on the *Position Information* then *Apply Here* at the bottom of the posting.

Apply By Email

Email your cover letter, resume and contact information for six professional references to:
apply@krw-associates.com

Deadline: Friday, August 30 (5:00 PM MST)

Questions?

KRW Associates LLC is assisting the City of Englewood with this search.

Questions should be directed to: info@krw-associates.com or

KRW Managing Partner, Dr. Jerry Williams | 303-726-6220

KRW Managing Partner, Mr. Lynn Johnson | 303-435-4138

KRW Senior Associate Ms. Gina McGrail | 303-249-9572

The City of Englewood is an equal opportunity employer.