**The City of Englewood, CO**

**Chief of Police**

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

Seeking applications from law enforcement professionals with command-level experience and strong leadership capabilities. KRW-Associates LLC is assisting with this search. The full posting can be found at KRW-Associates.com/open-positions.

Application deadline: Friday, August 30, 2024- 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 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, a Fire Marshal, 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, and Victim Assistance.

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.

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.

**Qualifications**

• Bachelor’s degree in Criminal Justice, Police Management, Public Administration, or

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.

**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 “smalltown” 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**

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• 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.

**Apply Online**

Open Positions | KRW Associates (krw-associates.com)

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 to KRW Managing Partners, Dr. Jerry Williams at 303-726-6220; or Mr. Lynn Johnson at 303-435-4138; or KRW Senior Associate Ms. Gina McGrail at 303-249-9572.

The City of Englewood is an equal opportunity employer.