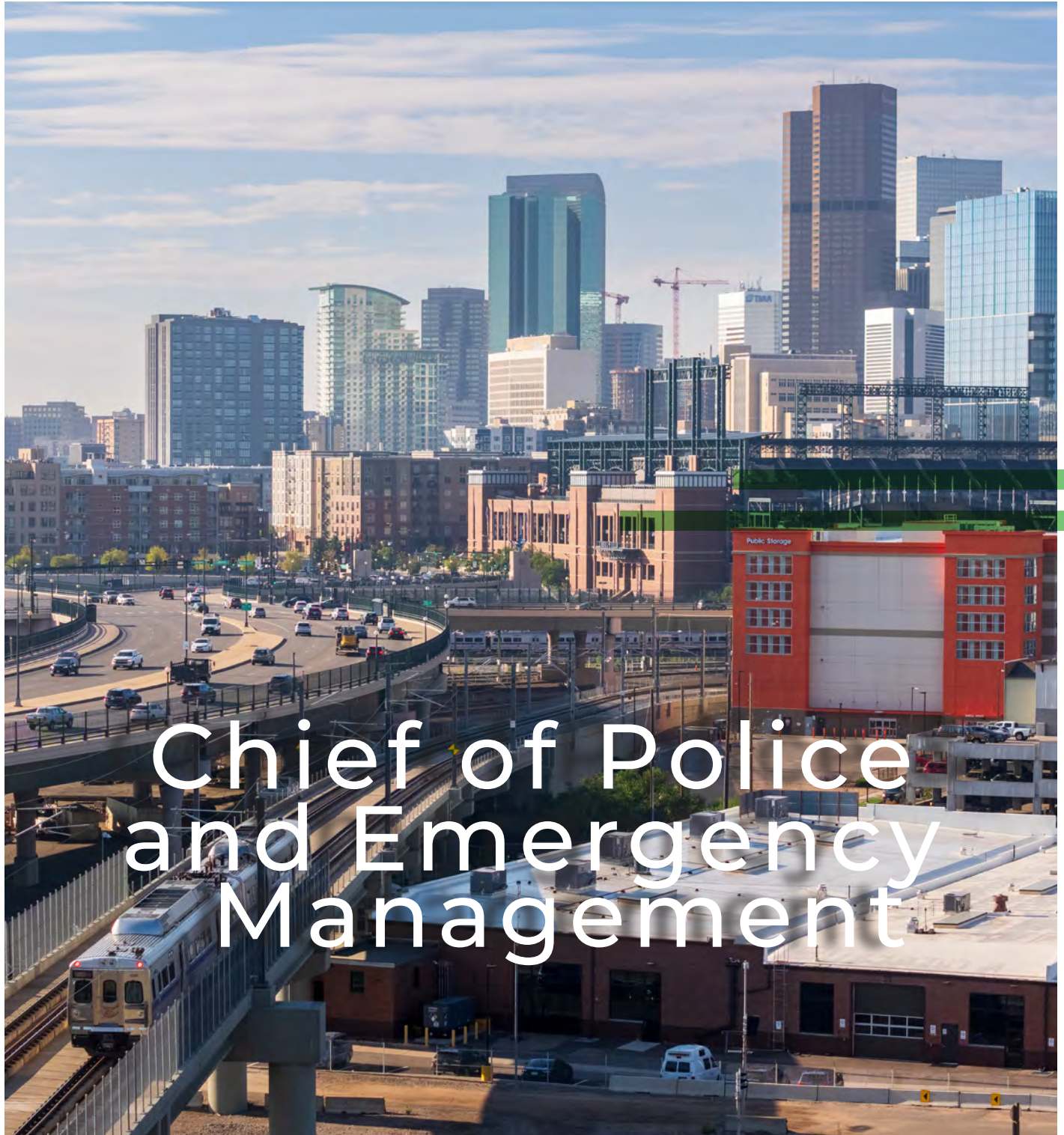


**A NATIONAL SEARCH**

is underway for a  
Chief of Police and Emergency Management



**RTD Transit Police Department  
Denver, Colorado**



Chief of Police  
and Emergency  
Management



DENVER, CO

# THE 01. OPPORTUNITY



**The Regional Transportation District (RTD) Police Department invites a visionary law enforcement executive to apply for the position of Chief of Police and Emergency Management (Chief).**

This dynamic, high-profile role offers the chance to lead a diverse and talented police force in one of the nation's most vibrant metropolitan areas.

The Chief oversees all law enforcement and emergency management operations for RTD and collaborates with Denver Metropolitan Area police leadership to advance public safety, foster community trust, and align policing strategies with 21st-century standards. This position is a career-defining opportunity for an innovative, results-oriented leader to make a lasting impact on public safety across the transit industry and community.



# 02 THE REGIONAL TRANSPORTATION DISTRICT DENVER METROPOLITAN AREA

**The Regional Transportation District provides bus, light- and commuter-rail, microtransit, and paratransit services to a population of just over 3 million people in Denver and its surrounding metropolitan area.**

The agency's dedicated workforce epitomizes RTD's mission of making lives better through connections. In 2023, the system recorded more than 65 million boardings, a number that has steadily increased year-over-year since the start of the COVID-19 pandemic. RTD employs over 3,000 people and operates with a budget of \$1.2 billion.

Established in 1969, RTD is governed by a publicly elected Board of Directors. Each of the 15 Directors represents a geographic district of approximately 200,000 constituents and serves a four-year, staggered term.

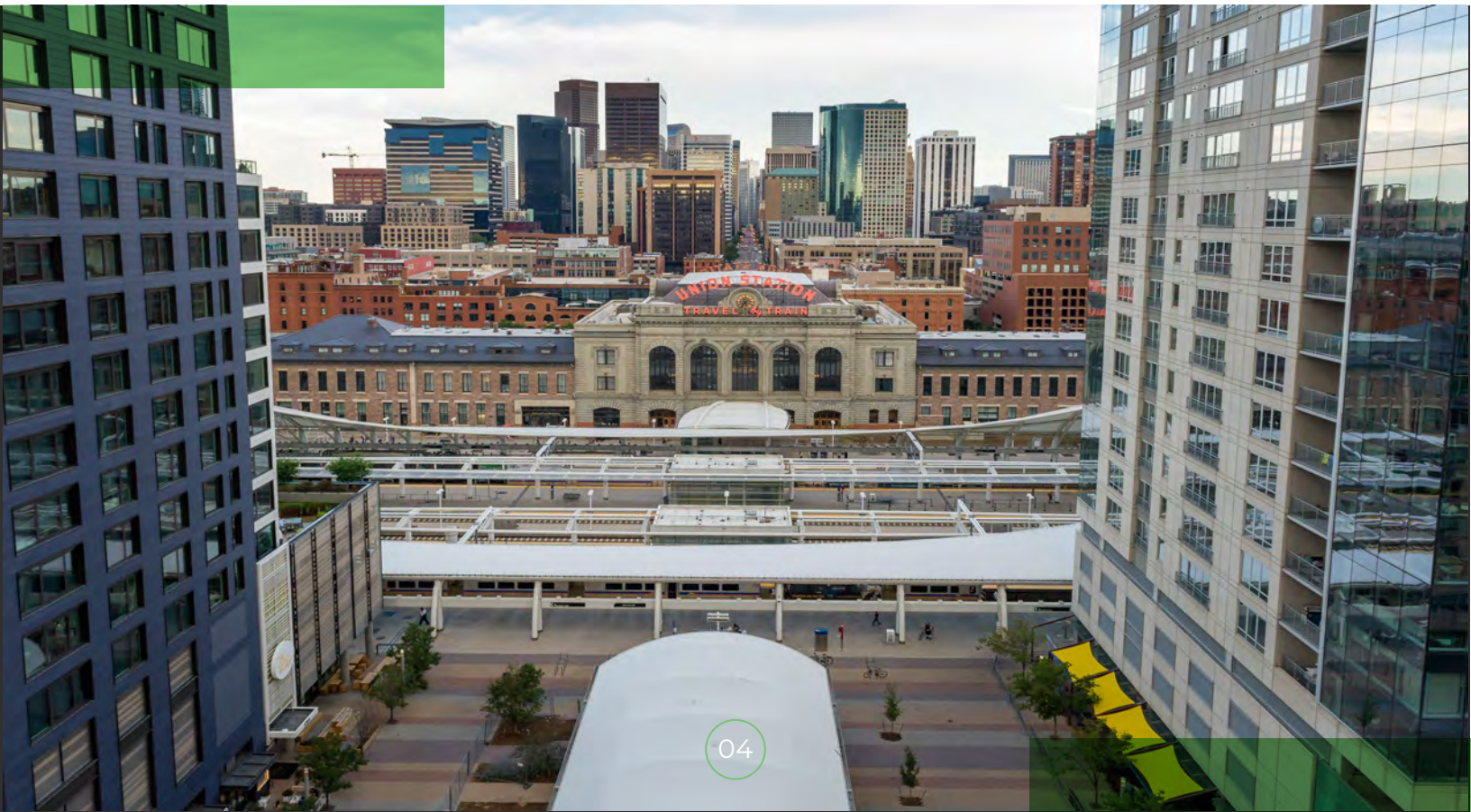
Denver Union Station, located in the heart of downtown Denver, is RTD's intermodal hub. Union Station anchors Lower Downtown (LoDo), a vibrant 23-block area of restaurants, clubs, galleries, shops, and hospitality businesses. Its nationally acclaimed Great Hall is consistently recognized as a must-see Denver destination. A major renovation in 2012 transformed the station into the centerpiece of a new transit-oriented, mixed-use development built on the site's former railyards. In 2024, a refresh was completed in the historic Great Hall. Today, the historic station features a modern, open-air train shed, a 22-gate underground bus concourse, and a light-rail platform connecting the metro area.

RTD's inaugural light-rail line opened on October 7, 1994, connecting downtown Denver to Interstate 25. Recently, the agency completed the first phase of a multi-phased capital improvement project to reconstruct this line's aging infrastructure.

In 2004, voters approved the FasTracks plan to expand transit across the metro area. This initiative added 122 miles of light- and commuter-rail lines and 18 miles of rapid-transit bus services. More than \$5 billion was invested in the system, and efforts are ongoing to complete remaining FasTracks projects.

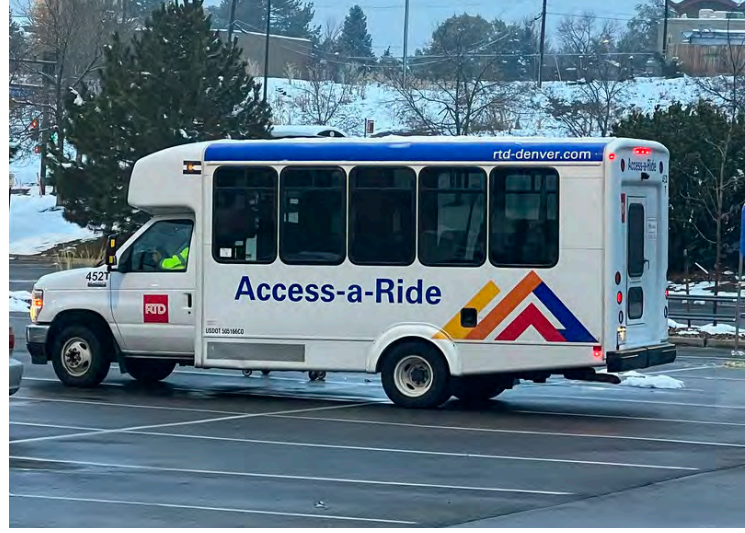
To transition toward reduced emissions, RTD has completed a Facilities and Fleet Transition Plan that serves as a blueprint to reducing emissions through revenue fleet electrification and other low- or no-emissions technologies.

RTD recently completed a comprehensive organizational design and workplace assessment aimed at fostering an employee-centric culture aligned with the agency's values. Several recommendations from this assessment are being implemented to enhance organizational affinity and engagement.



## Mission Statement

The RTD Transit Police Department is committed to **service, procedural justice,** and the **sanctity of human life.** Its duty is to **preserve and protect** the **lives, property,** and **rights of all people in an unbiased manner,** fostering the legitimacy of law enforcement through **Integrity, Honor, and Respect.**



# 03. RTD GOVERNANCE AND LEADERSHIP

**RTD is governed by a 15-member Board of Directors elected by voters in the Denver Metropolitan Area.**

Debra A. Johnson has served as RTD's General Manager and CEO since 2020. The Chief of Police and Emergency Management is appointed by and reports to General Manager Johnson. The Chief will work closely with General Manager Johnson and RTD leadership to advance public safety initiatives aligned with the agency's strategic vision.

## OPERATIONS AT A GLANCE

**\$1.2 BILLION**

2025 OPERATING BUDGET:

**65 MILLION BOARDINGS**  
ANNUALLY

**497,000**

AVERAGE WEEKLY RIDERSHIP

**6**

LIGHT-RAIL LINES

**4**

COMMUTER-RAIL LINES

**85**

LOCAL BUS ROUTES

**12**

REGIONAL BUS ROUTES

**5**

AIRPORT BUS ROUTES

**200**

LIGHT-RAIL VEHICLES

**6**

COMMUTER-RAIL VEHICLES

**1,028**

BUSES

**44**

ACCESS-A-RIDE VEHICLES

**58**

FLEXRIDE VEHICLES

**122**

MILES OF LIGHT- AND  
COMMUTER-RAIL LINES

BUS ROUTES SPANNING

**2,345**

SQUARE MILES

**3,639**

EMPLOYEES (TOTAL BUDGETED)

# THE RTD TRANSIT POLICE DEPARTMENT

# 04.

The RTD Transit Police Department operates under a robust and complex security model designed to ensure a safe transit environment for customers, employees, and the community.

## Key components include:

- Leadership and Core Staff: The Chief of Police, two Deputy Chiefs, six Commanders and a dedicated team of transit police officers.
- Support and Resources: Two 24/7 dispatch centers, a video investigation unit, and more than 600 contracted police and uniformed security officers.
- Jurisdiction: The department serves an expansive 2,345 square miles across eight counties and 40 cities.



## The RTD Transit Police Department Core Values

The RTD Police Department embraces the agency's core values, which guide every action and decision:

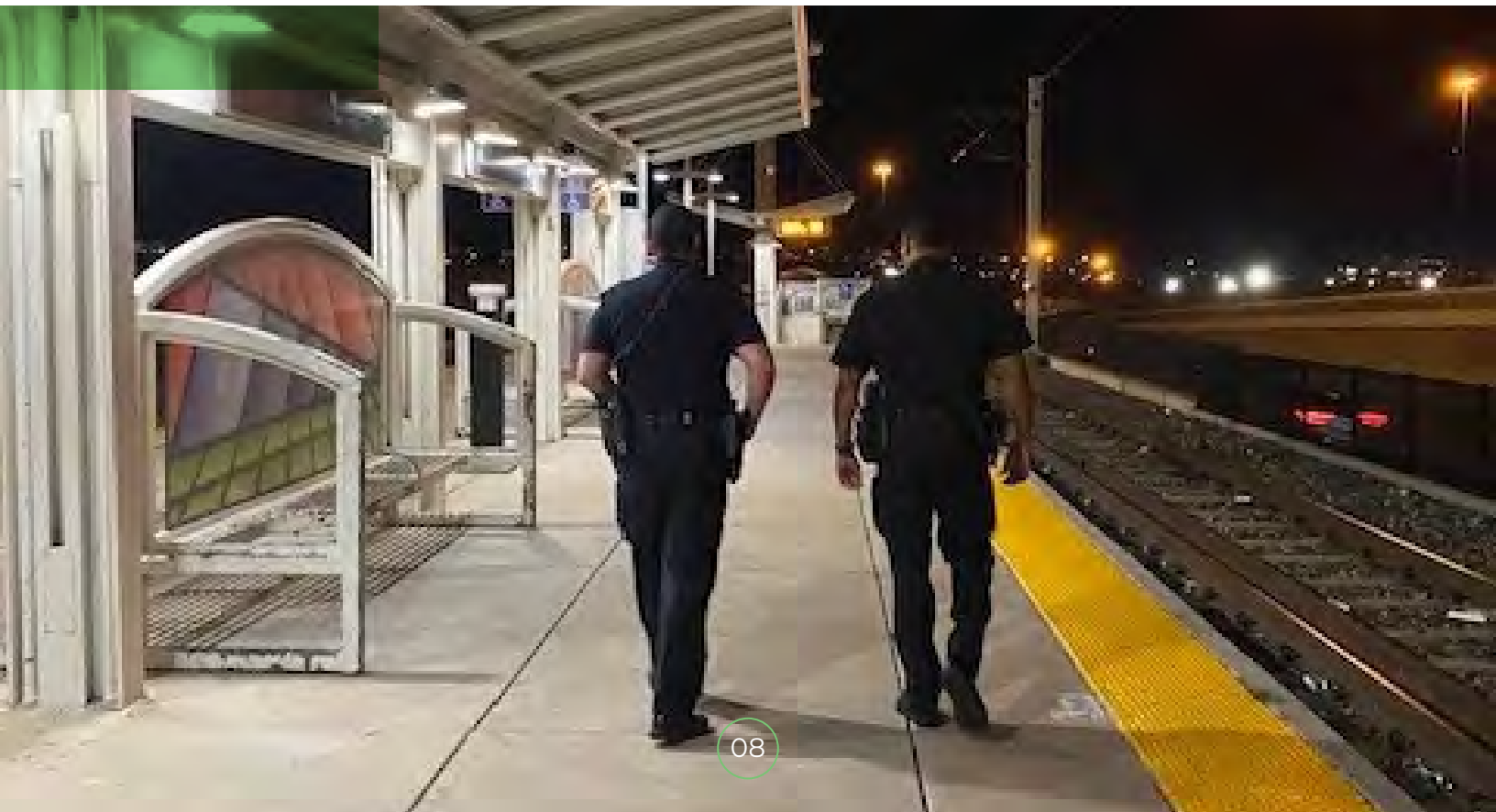
- **Passion:** Purposeful activities and service above self.
- **Respect:** Uncompromising integrity in all interactions.
- **Diversity:** Honoring diverse thoughts, ideas, and people, leveraging diversity in problem-solving.
- **Trustworthiness:** Professionalism on and off the job, with a commitment to truth and accountability.
- **Collaboration:** Seeking input and cooperation from stakeholders, valuing all opinions.
- **Ownership:** Vigilance in safeguarding stakeholders, evidence-based policing, and training.

# THE POSITION 05.

The Chief of Police and Emergency Management is responsible for ensuring the safety and security of RTD customers and employees across an extensive service area.

## Key Duties:

- **Strategic Planning:** Develop and implement evidence-based strategies to reduce crime and enhance public safety.
- **Community Engagement:** Build trust through inclusive, community-oriented policing models.
- **Organizational Development:** Transition the department to a full-service, full-time police organization with proper staffing and accreditation.
- **Collaboration:** Partner with local law enforcement agencies to enhance safety and security.





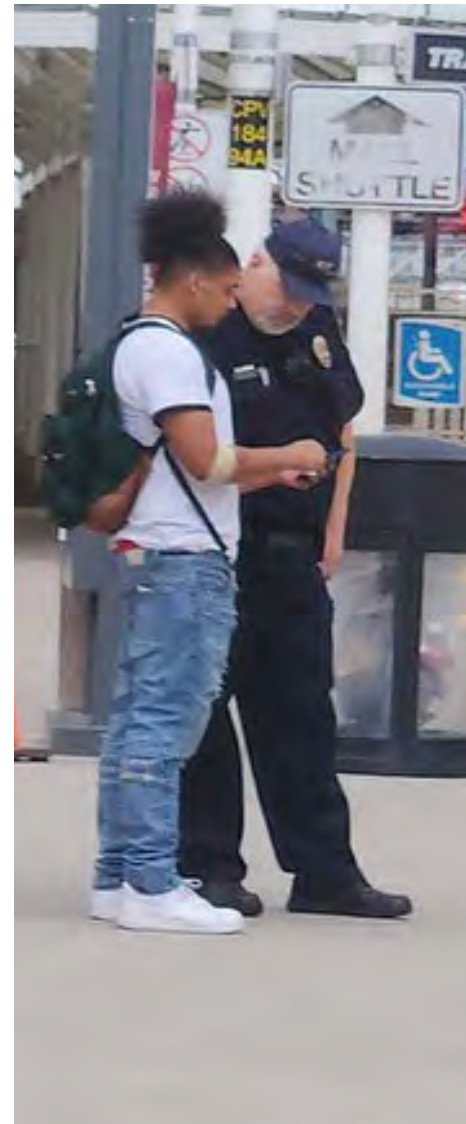
# 06 IDEAL CANDIDATE

## The next Chief will embody the qualities of a visionary, compassionate, and strategic leader.

They will uphold the department's commitment to public safety while fostering innovation, transparency, and collaboration. This role presents a unique opportunity for a forward-thinking leader to build on the department's successes and advance a culture of continuous improvement.

### Key Attributes of the Ideal Candidate:

- **Strategic Thinker:** Anticipates challenges, identifies opportunities, and implements forward-thinking solutions.
- **Integrity:** Leads with honesty, accountability, and a commitment to ethical decision-making.
- **Knowledge of 21st-Century Policing:** Demonstrates expertise in modern policing principles, including community-oriented strategies, de-escalation techniques, and technology integration.
- **Commitment to Community Engagement:** Collaborates with community leaders, listens to residents' concerns, and fosters trust through transparency and compassionate policing.
- **Approachable and Visible:** Maintains a strong presence in the community and department, building relationships through accessibility and open communication.
- **Collaborative Leadership:** Works effectively with department heads and external stakeholders to foster a team-oriented culture.
- **Trust and Legitimacy:** Builds and sustains trust among officers, staff, and the public, ensuring accountability and support for all personnel.
- **Media Savvy:** Communicates effectively with media outlets, demonstrating confidence, transparency, and a calm demeanor during critical incidents.
- **Recruitment and Retention:** Attracts and retains top talent while supporting professional development.



- **Co-Responder Model:** Leads a multidisciplinary approach to addressing issues related to unhoused populations, substance abuse, and mental health crises, prioritizing public safety and human dignity.
- **Community Awareness:** Understands Denver's unique challenges and opportunities and develops tailored solutions for diverse communities.
- **Internal Engagement:** Builds relationships within the department, considering both sworn and professional staff.
- **Policy and Accountability:** Assesses and improves policies, training, supervision, and accountability, ensuring alignment with best practices.
- **Union Experience:** Navigates the complexities of managing a unionized workforce while maintaining mutual respect and productive dialogue.
- **Crime-Fighting Expertise:** Addresses violent and property crimes through innovative, data-driven strategies.
- **Succession Planning:** Develops a robust plan for leadership continuity, empowering future leaders within the department.

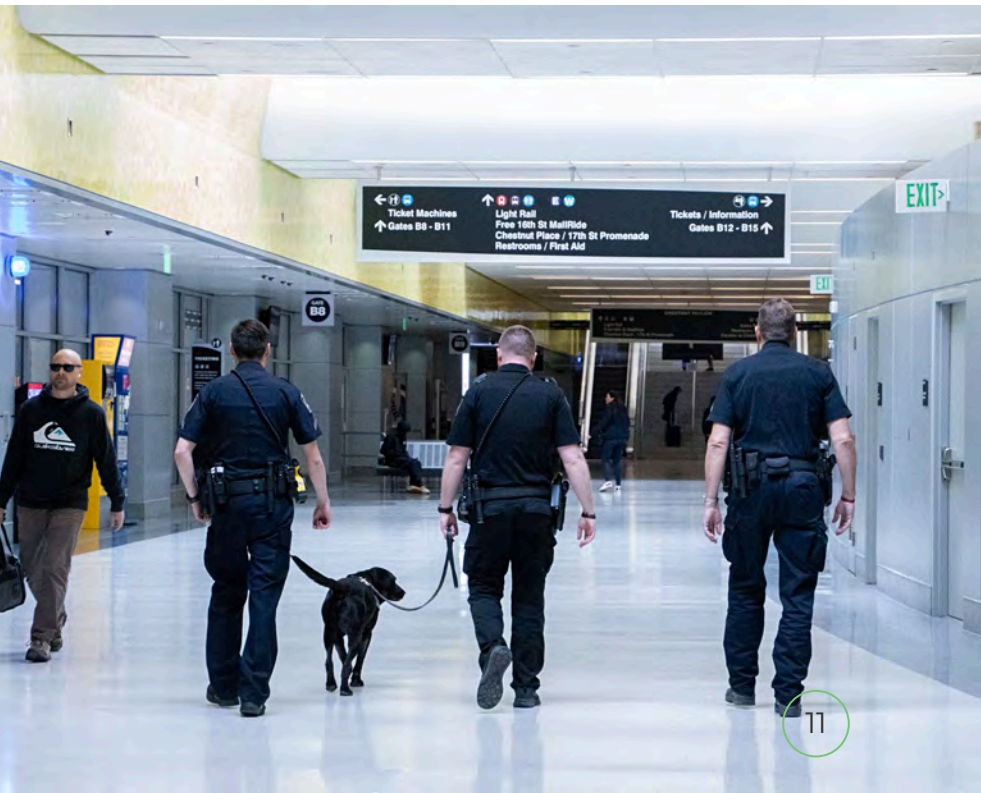


# 07 CHALLENGES AND OPPORTUNITIES

The Chief will address a range of challenges while leveraging opportunities to drive positive change.

## Key Priorities:

- Enhancing public trust and legitimacy in law enforcement through transparent policies and inclusive community engagement.
- Implementing innovative recruitment and retention strategies to attract a diverse and talented workforce.
- Strengthening the department's co-responder model for engaging unhoused populations, and managing substance abuse, and mental health crises.
- Addressing violent and property crimes with data-driven strategies and proactive policing.
- Maintaining strong relationships with RTD leadership, elected officials, and peer agencies to achieve shared public safety goals.
- Leveraging technology and 21st-century policing practices to enhance efficiency and accountability.



# 08. QUALIFICATIONS

**A combination of education and experience that provides the required knowledge, skills, and abilities to perform the essential functions of the position.**

Additional experience may be substituted for required education on a year-for-year basis.

## **Experience:**

- Ten years of executive-level law enforcement experience, including program administration, public safety operations, and working with vulnerable populations such as the unhoused and those experiencing mental health challenges. Experience in transit policing, community policing, or specialized policing is highly desirable.

## **Education:**

- A bachelor's degree from an accredited college or university in a field related to the position. A master's degree in public administration or a related field is preferred. 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 a plus.

## **Certification:**

- Must be certified as a police officer or have the ability to obtain certification as required by the Colorado P.O.S.T.

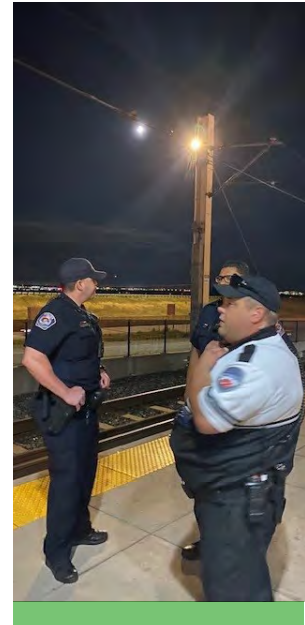


# 09. COMPENSATION AND BENEFITS

The hiring range for this at-will position is \$200,000–\$249,673. Placement within the range will be based on qualifications. The agency provides an excellent array of benefits. For more information, contact the recruiter.

# NOMINATION AND APPLICATION PROCEDURES

# 10.



## APPLY TODAY!

Candidates are encouraged to apply immediately by emailing a comprehensive resume, a compelling cover letter, and a list of professional references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). References will only be contacted once mutual interest has been established. Applications should be submitted by February 28, 2025, although the position will remain open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary screening interviews as applications are received. Only the most highly qualified candidates will advance further in the selection process, which is scheduled for March 2025.

The selected candidate is anticipated to join the RTD in Spring 2025 or at a mutually agreeable date, contingent upon successful completion of the agency's hiring process.

## APPLY WITH CONFIDENCE

Confidential inquiries are encouraged:

**Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

**Mr. Kenton Buckner, Chief of Police (Ret.)**

Public Sector Search & Consulting, Inc.

Office: 916-789-9990

Mobile: 502-794-1943

[kenton@publicsectorsearch.com](mailto:kenton@publicsectorsearch.com)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)



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