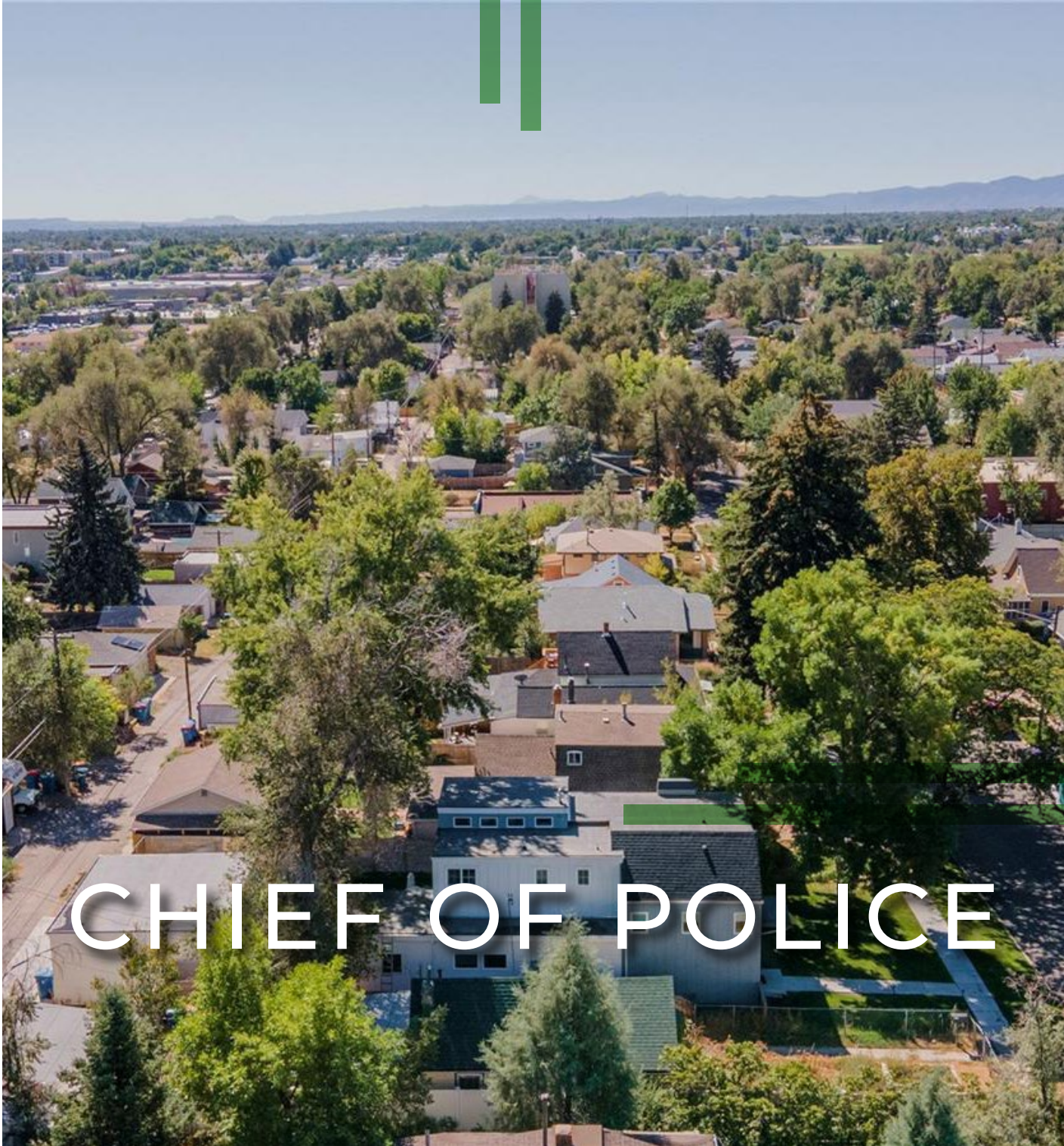


A NATIONAL SEARCH
is underway for a new Chief of Police

Edgewater, Colorado



CHIEF OF POLICE



EDGEWATER, CO

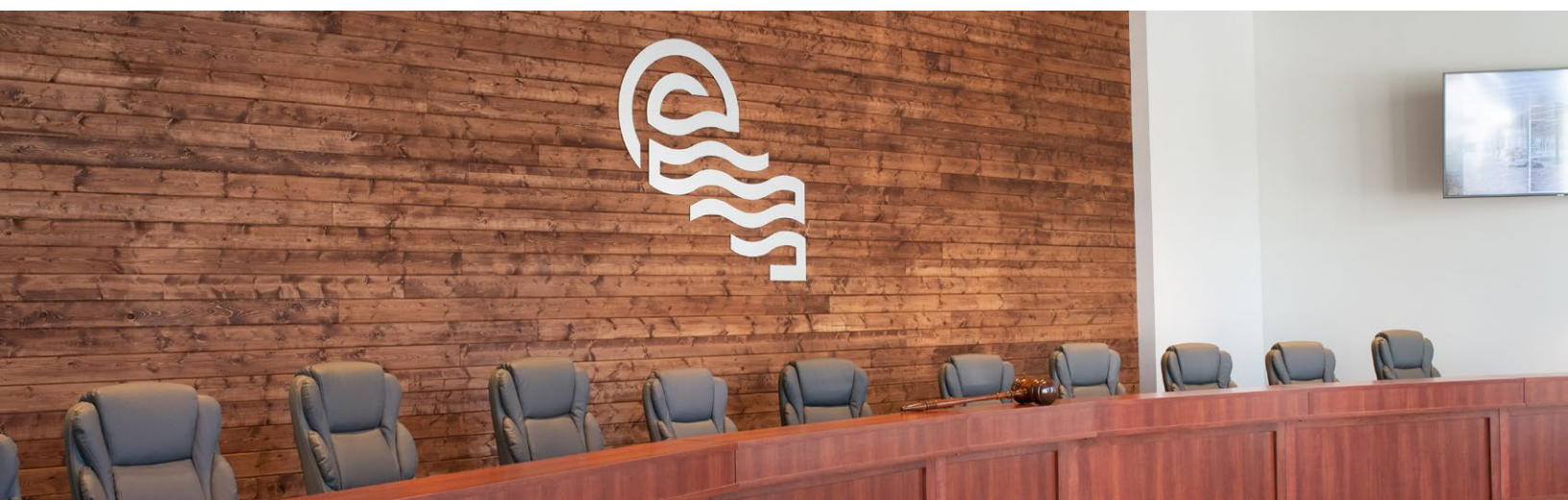
THE 01. OPPORTUNITY



A national search is underway to attract a highly qualified candidate to serve as the Chief of Police for the City of Edgewater, Colorado.

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

The city seeks a proven leader who will collaborate with community members and other stakeholders to develop new strategic initiatives to improve public safety services and build on current initiatives that are underway. Successful candidates will have an exceptional career history and will be known for being a strong communicator who is engaging, inclusive, insightful, and adaptable.



02. CITY GOVERNMENT

Edgewater is a home-rule municipality that operates under a Council-Manager form of government.

The City Council serves as the governing body, while the City Manager is responsible for administering a \$13m budget, supervising the delivery of public services and implementing policy approved by the City Council. The City Council has seven members elected to serve four (4) year staggered terms and along with the mayor, represent constituents throughout the city. The mayor is elected to a two-year term and can serve a maximum of four terms. The city's mission is to provide exceptional services and programs with a neighborly commitment for all who live, work, and visit Edgewater. Like other department heads, the Police Chief is an at-will employee who serves at the pleasure of the City Manager.



03. THE COMMUNITY

With an average of 242 days of sunshine per year, it's easy to see why Edgewater is a great place to call home.

Nestled between the cities of Denver, Wheat Ridge and Lakewood, on the western shore of Sloans Lake, Edgewater dates back to 1901. Geographically Edgewater is a small city with an area of less than 1 square mile and a population of just over 5,000. However, Edgewater's central location provides short commutes to major interstates and is well within reach of the majestic Rocky Mountains for skiing, hiking, and a wide range of internationally acclaimed mountain sports. Edgewater has that classic hometown feel next to the big city and has developed a vibrant business sector, offering a unique small-town atmosphere within minutes of downtown Denver and all the amenities of a major metropolitan city. Edgewater's Civic Center has become a community, business, and learning hub. With an excellent park system, walkability, unique businesses, and great people, Edgewater is the perfect choice of places to live! Edgewater is a clean and safe environment to live, work and visit and will continue to be a great place to call home, make a new home or return home.



THE POLICE 04. DEPARTMENT

The Chief of Police leads the Edgewater Police Department (EPD) by providing strategic direction for police services that enhance the quality of life for those that live, work, and play in Edgewater.

The Chief of Police will be a stabilizing force within the department and community. Internally, the Chief will focus efforts on creating an environment where employees feel appreciated for their meaningful work in the community while advancing strategies to recruit quality employees. The Chief must be honest and ethical and provide leadership, oversight and internal accountability. The Chief must also be a collaborator with police staff, other city departments, external non-profits, and other service providers to advance operational initiatives and programs.

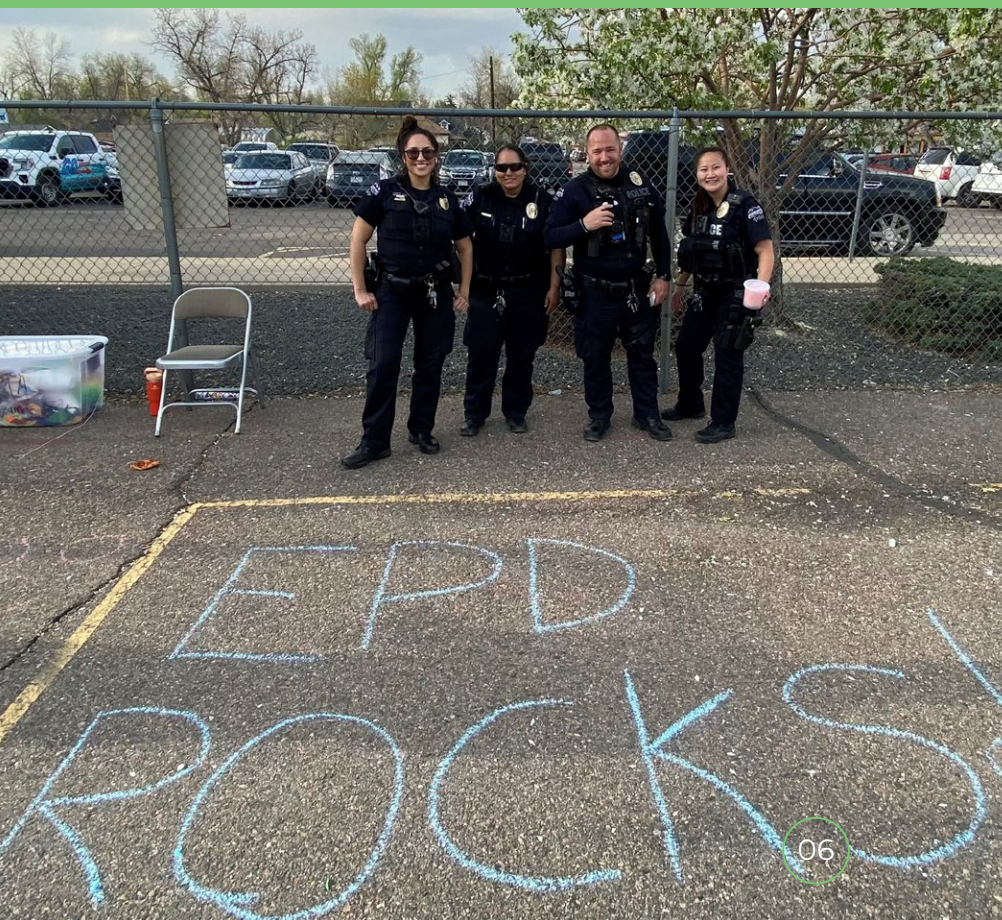


The Edgewater Police Department (EPD) employees are committed to enhancing the quality of life for residents and visitors by providing a safe and secure environment by delivering proactive and compassionate police services in partnership with the community. EPD has a 2024 approved budget of \$3.6M supporting a staff consisting of 23 sworn and 5 civilian staff as follows: the Chief of Police, one Commander, four Police Sergeants, twelve Police Officers (patrol), a School Resource Officer, a Detective assigned to Investigations, three Neighborhood Police Officers, two Community Service Officers, one Admin Manager, one Records Clerk, and one Assistant Records Clerk.

EDGEWATER POLICE DEPARTMENT PURPOSE STATEMENT

“Keeping Edgewater Safe in Partnership with Our Community”

Edgewater is made safe by the residents, business owners, and city staff. It is our purpose and humble responsibility to keep it safe and we are committed to doing that through engagement and partnership with all who live, work, and visit Edgewater.



Core Values

We, as members of the Edgewater Police Department, are committed to the following Core Values to provide the community of Edgewater an exceptional level of service.

- **Engagement**

We value engaging all members of our community to address contemporary issues impacting Edgewater. Through these partnerships, we work toward a common goal of improving quality of life and community safety.

- **Professionalism**

We do not accept mediocrity. We value professionalism in how we present ourselves, how we treat others, and how we carry out our duties. With strength of character, we insist our employees show respect for the public as well as for each other.

- **Dedication**

We are dedicated to the nobility of the law enforcement profession and recognize that our society is founded upon the principle of the Rule of Law. We understand the authority entrusted in us by the people of Edgewater and are dedicated to honorably wearing our badge as a symbol of that trust.



05 KEY CHALLENGES AND OPPORTUNITIES

In addition to maintaining community safety through advancing policies, training, equipment and adequate accountability and oversight, the next Chief of Police will work on a wide variety of initiatives, including:

- Continuing a strategic vision for future policing practices that align with the City's priorities
- Succession planning that will create opportunities for development and mitigate adverse impacts of attrition through well-thought-out planning.
- Recruiting qualified and diverse applicants is a significant challenge. The next Chief will address this opportunity to ensure a strong and healthy workforce.
- Leveraging resources and partnerships to further address community issues while preserving a small-town feel will require innovation, planning, collaboration, and strong communication skills.
- Embracing new technologies to improve how police protect and serve - the next Chief will be at the forefront of opportunities to evaluate and recommend new technologies that will enhance safety and performance, while being mindful of the net results on the end-user.



IDEAL CANDIDATE 06.

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 a strategic leader who is innovative, proactive, and forward-thinking with a passion for policing. They will have an open and collaborative leadership style and exceptional communication skills. They will be a good decision maker with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations.

The ideal candidate will build trust with the community and earn the respect of both sworn officers and civilian non-sworn personnel. The top candidate is a team-oriented leader who will communicate a clear path moving forward. The next Chief will also be an active and contributing member to a strong and effective leadership team.

- **Skilled Leader**

The ideal Chief will have strong leadership and communication skills, knowledge in all aspects of policing and law enforcement, excellent supervisory and motivational skills, problem-solving and budgetary skills, proven decision-making skills, experience in investigations and with large special events. Chief will represent continued progress and positive movement towards the most effective public safety policies and best practices.

- **Strategic**

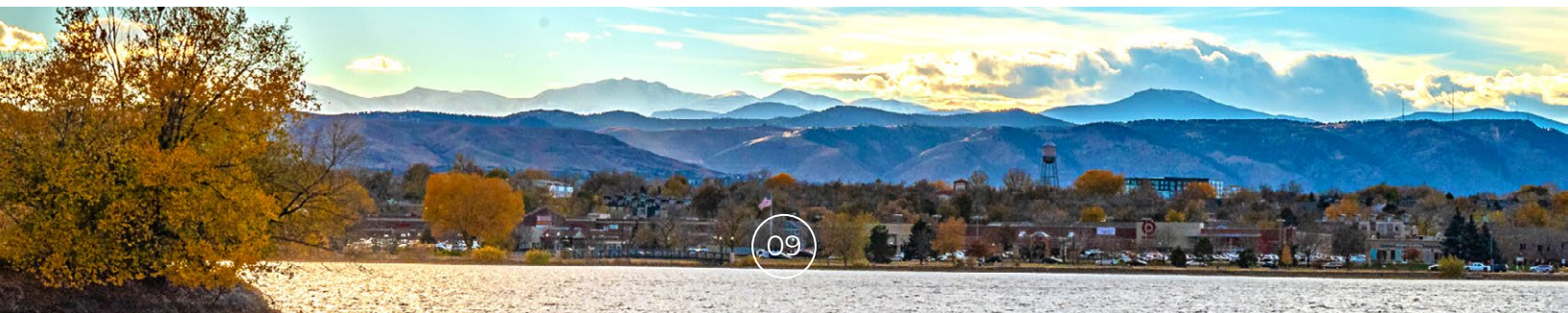
The ideal candidate will propose and implement new initiatives to improve public safety services consistent with advanced approaches in today's world. The Chief of Police will build on diversity, equity, equality, and inclusion efforts while expanding on the department's community policing initiatives to build strong relationships with residents and the business community.

- **Inspirational**

The Chief of Police will be a motivating leader with a high level of integrity, whose extensive experience in the field will help build strong and genuine connections with the EPD team and in the community. The ideal candidate will be an individual who is empathetic, compassionate, honest, and ethical. The selected candidate will be a good listener and approachable, responsive, and open to feedback.

- **Engaging**

The Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for the community and EPD members. The Chief will always be transparent, valuing trust over any short-term gain in public perception and embodying the philosophy of openness with command staff and colleagues. The Chief will set the example by being visible and engaged with all segments of the community and will expect the same from the EPD team. The next Chief will be politically astute yet apolitical.



07. QUALIFYING CRITERIA

Education

A bachelor's degree from an accredited college or university with major coursework in criminal justice, law enforcement, public administration, emergency services or a related field is required. A graduate degree in a field related to law enforcement is preferred. Master's degree and/or advanced training from Northwestern Staff & Command, FBI National Academy or the PERF's Senior Management Institute for Police is considered a plus.

Experience

A minimum of 10 years of experience as a peace officer, including three years of police supervisory leadership experience at the rank of lieutenant or higher is preferred.

Other Requirements

Must be a certified police officer in Colorado or have the ability to obtain certification.

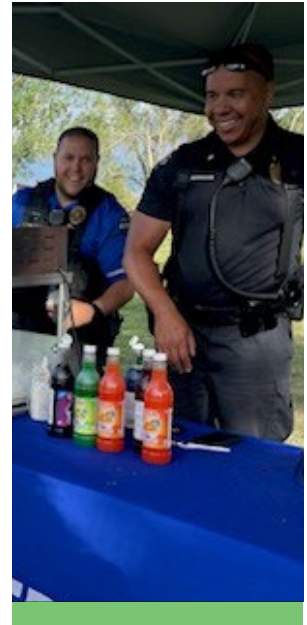
- Successfully pass a background investigation



The salary range for this at-will position is extremely competitive and placement within the range will be based on the selected candidate's qualifications. The city also provides an excellent array of benefits. Please contact Mr. Justin Doll (see contact below) for more information.

NOMINATION AND APPLICATION PROCEDURES

09.



APPLY TODAY!

Public Sector Search & Consulting, Inc. invites inquiries, nominations and applications for this position until December 30th, 2024.

Candidates are strongly encouraged to apply early for optimal consideration. Submissions should include a cover letter, resume and references and should be sent to: apply@publicsectorsearch.com.

EEO Statement, Visa Policy, ADA Accommodation

In accordance with applicable statutes and regulations, EPD is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action.

APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Justin Doll (Chief of Police, ret.)

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