



CITY OF AURORA, CO

INVITES YOUR
INTEREST IN
THE POSITION OF

POLICE CHIEF



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community and other major employment centers, the city has thriving aerospace, defense, bioscience, health care and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-America 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 to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 381,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 54th largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

For further information, please visit the city's website at: www.auroragov.org

THE CITY GOVERNMENT

The city of Aurora is a home-rule city governed by a Council/Manager form of government, combining the political leadership of elected officials with the managerial expertise of a professional government manager. The City Council is composed of a Mayor and 10 Council Members. More than 15 departments in the city of Aurora provide essential services to the residents of Aurora. From police and fire services to street maintenance, library services, parks and planning, the city departments supply the foundation that makes Aurora the flourishing city it is today.

In 2012, the city of Aurora set out to refine the city's internal core values. Developing a shared set of values serves as the

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foundation on which the city builds exceptional service and performance. Four distinct values known as the Core 4 emerged: integrity, respect, professionalism, and customer service. Through broad participation, the city of Aurora provides leadership and direction to develop a high-quality community that meets the needs of its citizens. Aurora is a city that is economically strong, people-oriented, environmentally sensitive, visually pleasing, and quality driven. Aurora will be a city of the future that will determine its destiny and set an example for others.

THE DEPARTMENT

The Aurora Police Department is one of only 12 municipal law enforcement agencies in Colorado to be accredited by the Commission on Accreditation for Law Enforcement Agencies. The Department offers the residents of Aurora a state-of-the-art prevention, intervention, and suppression effort to prevent and reduce crime. All Aurora police officers understand they are an integral part of the community and that everything they do is for the community they serve.

The Aurora Police Department is a full-service law enforcement agency serving the residents of the city of Aurora. The mission of the Department is to make Aurora safer every day, with a vision of being the safest large city in the U.S. by reducing crime and the fear of crime, ensuring preparedness and immediate response to public safety emergencies, and building strong community partnerships through constitutional and respectful police service. The Department has both sworn police officers and professional staff assigned to operating and support programs in four divisions: Metro, Operations, Compliance and Professional Standards, and Business Services.

The Department is focused on preventing and solving crime. It identifies trends and possible solutions to issues using current data. A team meets monthly to review and analyze the data and determines strategies that focus on prevention.

The Chief of Police and executive staff lead and direct the planning, organization, and operations of the Department's law enforcement resources, including 740 uniformed



officers and 230 civilian employees, dedicated to the pursuit of a safer Aurora community.

THE POSITION

The Police Chief plans, coordinates, administers, and directs the operation of the City's Police Department – this involves knowledge of modern law enforcement practices, making effective recommendations for improvements, safeguarding of lives and property, and providing strategic prevention and detection of criminal activities. The Police Chief must communicate effectively with a diverse population on public safety matters and will provide managerial direction to all employees, both civil and civilian, of the Police Department.

Primary responsibilities of the Police Chief include, but are not limited to:

- Developing departmental and organizational strategic goals and plans;
- Overseeing the execution and implementation of tactical, strategic, and long-range organization planning efforts;
- Directing assigned function(s) and/or operation(s) including budget, process/program, and/or staff;
- Providing analysis, recommendations, and/or approvals for department-specific, organization-wide, and city-wide issues;
- Exercising accountability for department activity and related decisions;
- Managing the police administration, patrol, traffic, investigations, training, community services, communications, and internal services functions;
- Developing and implementing police policies and programs and establishing directives for these programs;
- May act as negotiator regarding police intergovernmental agreements;
- Evaluating and making recommendations about new tools and equipment;
- Enforcing federal, state and local public safety laws;
- Meeting with citizens and other groups regarding public safety matters;
- Representing the City in a variety of organizations;
- Making presentations;
- Developing City policies on public safety matters;
- Overseeing the selection, hiring, training, evaluation, disciplining, and supervision of departmental employees;
- Preparing and managing departmental budget; developing capital improvement programs;
- Preparing and making policy recommendations to City Manager and City Council.



ISSUES FOR THE POLICE CHIEF

Community

The City is in need of a Police Chief who is committed to being actively involved in the Aurora community. Someone who is outgoing and understands the local politics and history of the city is desired. A commitment to community policing is imperative for the incoming Police Chief. The city is seeking candidates who can demonstrate a successful history in working with a large and diverse community. The new Chief will need to identify and respond to sensitive community and organization issues, concerns and needs. In addition, the new Chief must be able to establish and maintain trust with the community. Customer service will need to be a number one priority, as will patience and sensitivity to the needs of the community.

Diversity

The city is especially interested in candidates with an understanding of and sensitivity to the importance of diversity in the community. The ideal candidate will have experience recruiting and retaining women and minorities for their organization and a history of successfully connecting with diverse populations, including immigrants and refugees from multiple nations.

Communications

Exceptional public relation skills are essential in becoming a successful candidate for the Police Chief position. The new Chief will need to be comfortable in interacting with the media and doing on-camera interviews. A Chief who can understand political pressures and respond to questions with meaningful and thoughtful answers is desired. Someone who is politically sensitive, but apolitical, will be highly valued.

Crime Prevention

The new Chief will need to use data and best practices to proactively address crime and the perception of public safety. The ideal candidate will have experience with

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deploying resources to quickly address incidents and crime. Needs to effectively develop programs and procedures, and structure the department to provide a framework for patrol officers and specialty units to impact crime and enhance the perception of safety.

THE IDEAL CANDIDATE

The next Police Chief for the city of Aurora will be a strong and compassionate leader who commands respect from the Department staff. The ideal candidate will be honest, fair, ethical, and one who embraces diversity and is a champion of cultural awareness. The city is seeking individuals with strong oral and written communication skills. Candidates who are able to communicate with people at all levels and have the ability to form partnerships are highly sought.

Through leadership, high ethical standards, and the ability to serve as a role model and mentor, the new Chief will positively influence the staff. The new Chief should serve as an example to the staff, setting a high standard and encouraging professional growth, development and training. Candidates with experience in creating and implementing a diversity training program are highly desired. The candidate will possess the courage to use rules and regulations to handle the issues at hand within the Department, including disciplinary issues. Candidates who believe in accountability and who will hold staff accountable are highly desired.

The city is seeking a Chief to be a part of the city executive management team. The ideal candidate will work collaboratively with the City Council, department heads and all city staff. The new Chief will be able to look at issues and problems from a citywide perspective. A candidate is sought who will be committed to being a team player by being open and responsive to other city departments. In addition, a strong negotiator is sought to cultivate and maintain successful working relationships and beneficial partnerships.

A forward thinking and innovative visionary is sought who will establish and fulfill the goals and objectives of the Department. The new Chief will inspire the Department to work together to create a more efficient working environment. Candidates who can demonstrate a proven track record of successful decision making and action are desired. The candidate will be able to identify key issues in complex situations, evaluate options and initiate strategies for resolutions.

Candidates must possess at least ten (10) years of senior command level experience in a large police department, including at least five (5) years of supervisory experience at a senior management level. In addition, candidates must possess substantive knowledge of and experience with community policing principles and practices and gang- and drug-oriented programs and strategies. Competitive candidates will be technologically savvy and possess strong fiscal and budgetary management skills. A Bachelor's degree in public administration, business administration, law, criminal justice, or a related field is required; a Master's degree in one of these fields is preferred.



THE COMPENSATION

The annual salary range for the Police Chief position is \$190,000-\$215,000; placement within this range is dependent upon qualifications and experience.

TO APPLY

If you are interested in this outstanding opportunity please visit our website to apply online:

www.bobmurravassoc.com

**Filing Deadline:
March 20, 2020**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Aurora. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call Mr. Regan Williams at:

(916) 784-9080

