



THE COMMUNITY

The City of Greeley is a home rule municipality that is the county seat and the most populous municipality in Weld County, Colorado. Greeley is in northern Colorado and is situated 49 miles north of the Colorado State Capitol in Denver. According to a 2017 population estimate of 105,466, Greeley is the 12th-most populous city in Colorado and a major city of the Front Range Urban Corridor. Perfectly situated on the high plains with panoramic views of the Rocky Mountains, Greeley offers a small town feel with big city attractions and entertainment.

The local economy is diverse and key drivers include tourism, agriculture, manufacturing, health care, energy development and retail. Greeley is home to many specialty manufacturers and high-tech start-ups as well. The University of Northern Colorado, with an annual enrollment of over 12,000 students and Aims Community College actively contribute to the quality of the community.

At an altitude of 4,658 feet, warm summers and moderate spring, fall and winter seasons allow for incredible year-round outdoor recreation opportunities. The area enjoys nearly 300 days per year of sunshine. Surrounded by an abundance of public lands, within 50 miles of Greeley world-class mountain biking, hiking, camping, hunting, fishing, rafting, skiing, golfing, rock-climbing, dirt bike and ATV riding can be found. Other Greeley attractions include extensive public art displays, museums, and a vibrant downtown featuring creative culinary options, shopping and a state-designated Creative District.

Greeley was one of the first planned communities in the country and was, with surrounding areas, the setting for James Michener's "Centennial." Since 1964, Weld County has ranked within the top ten agricultural production counties in the nation.

THE ORGANIZATION

With a Council-Manager form of government, the City of Greeley enjoys the leadership of an energetic and thoughtful City Council, talented City leadership team, and a quality workforce. City Manager Roy Otto graduated from Greeley West High School and earned a Bachelor's degree from Colorado State University. After completing his Master's degree in Public Administration and working in Florida, Roy came back to Greeley and in 2005 he was appointed City Manager. He values the executive leadership team and allows them latitude to direct their respective departments, but asks to be kept informed of issues affecting the organization and community.

Greeley is a full-service City with all departments reporting to the City Manager. The City has 898 full-time employees. The City's 2018 budget is \$367.8 million with capital project spending at \$120.7 million.

THE POSITION

The Chief of Police is an at-will position that is appointed by and reports directly to the City Manager and is responsible for the management, administration, and operations of the Greeley Police Department, which includes labor relations, contract administration and personnel administration. As the leader of the Police Department, the Chief of Police has overall responsibility for the direction of the Operations and the Support Services Divisions.



The Police Chief position requires preparing and monitoring the departmental budget, formulating and implementing department goals and objectives, monitoring crime problems, and innovating

changes in departmental policy and operations while functioning within the guidelines of governing regulations and statutes. In addition, the position calls for the ability to coordinate activities with government agencies in order to develop contingency plans in the event of various disasters, i.e.: fire, flood, tornados, etc. The Police Chief sits on numerous boards and commissions and has extensive public and media contact. Work is appraised by the City Manager as to attainment of program objectives and adherence to governing regulations. The Chief of Police is an integral team member and contributor to the City of Greeley Executive Team.

The Chief should have experience leading effective and professional multi-jurisdictional cooperative endeavors. The Chief must have experience working collaboratively with all stakeholders, embracing community policing, innovation, and best practices to address public safety issues in a growing urban environment.



The Chief must be a genuine, humble, and engaging police executive, adept at communication skills that build trust both within the City organization and the community. The Chief will possess the following competencies and personal characteristics:

- A strong leader with unquestioned integrity, exhibiting personal and organizational accountability.
- Excellence in external and internal communication with the ability to listen, instill understanding, and build trust.
- Innovative and collaborative leader, skilled in building partnerships with allied agencies and community stakeholders to problem solve and pursue solutions.
- Demonstrate a solid record of building community partnerships, and show past performance as an active, collaborative member of a municipal management team striving to address the increasing needs of a vibrant community.
- A genuine commitment to leading an open and transparent police department, which pro-

motes the good work of the Greeley Police Department, while accepting responsibility for all police actions and identifying ways to continually improve.

- Experience with the challenges of a regional law enforcement leader.
- Political acumen—ability to effectively maneuver complex political situations.
- Experience and demonstrated success building strong relationships of trust, mutual understanding, and accountability with the City Executive Team, Police Command Staff, employees of the Agency, members of the community, and regional partners.
- Exceptional organizational and management skills.
- Ability to utilize extensive leadership experience to build on an existing level of excellence in the Police Department.
- Ability to analyze complex issues and provide recommendations to the City Manager and/or City Council as appropriate.

THE DEPARTMENT

With 154 authorized sworn staff, 54 civilians, and a budget of over \$27 million, the Police Department is a full-service law enforcement agency, with capabilities and special units beyond what would be expected for an agency its size.

The Department is composed of two divisions, Operations and Support Services, each commanded by a police captain. Operations, staffed by about 169 personnel, includes Patrol, the Traffic Unit (motorcycles included), a downtown outreach office, Investigations, Special Enforcement Team, SWAT, K-9s, school resource officers, and the Neighborhood Action Team. The Department also is a partner in a regional drug task force.

The Support Services Division, staffed by approximately 38 sworn and civilian employees, provides recruitment and selection services, training, property and evidence, and law enforcement records services for both the Greeley Police Department and the Weld County Sheriff's Office.



The Greeley Police Department has maintained accreditation for its professional standards through the Colorado Association of Chiefs of Police (CACP). Police Department members join other City employees in acting with respect, integrity, and bridge building to foster partnerships and strengthen relationships throughout our community.

EDUCATION AND EXPERIENCE

A Bachelor's degree in Criminal Justice or related field from an accredited college or university, ten years full-time professional law enforcement experience including five years of supervisory experience at the rank of Lieutenant or above and five years of administrative or managerial experience are required. Must be POST certified or obtain certification within one year of hire. Greeley residency is required within 6 months of hire.

A Master's degree and Executive Law Enforcement Training is preferred. An equivalent combination of education and experience may be considered.

COMPENSATION AND BENEFITS

The salary for the Police Chief is negotiable depending upon qualifications and experience, within a hiring range of \$155,000 to \$175,000, plus an attractive and competitive fringe benefits plan.

TO APPLY

The City is being assisted in this search by KRW Associates, LLC. Applications will be accepted electronically from March 1, 2018 until 5PM (MDT) March 31, 2018 by KRW Associates, LLC, apply@krw-associates.com and must include a cover letter, resume (with salary history), and 6 professional references.

Questions should be directed to Dr. Jerry Williams, KRW Managing Partner at info@krw-associates.com or 303-726-6220 or Susan Eaton, KRW Senior Associate at info@krw-associates.com or 303-377-9675.

The City of Greeley is an equal opportunity employer.