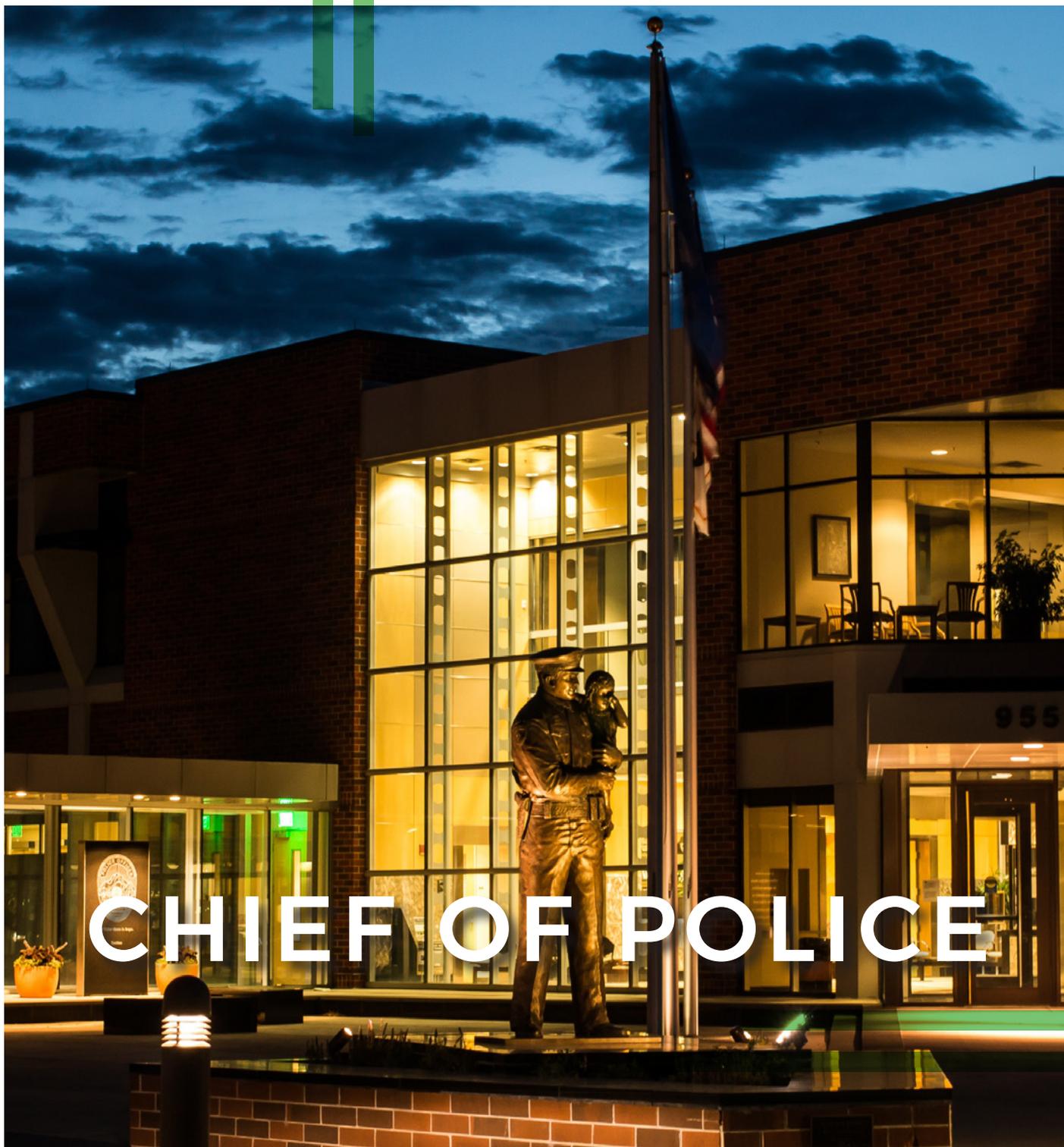


**A SEARCH IS**  
underway for a  
new Police Chief.

**Thornton, CO**



**CHIEF OF POLICE**



THE CITY OF  
THORNTON, COLORADO

# 01 A RARE & INCREDIBLE OPPORTUNITY



**A search is underway to attract a highly qualified candidate to lead the Thornton Police Department after the retirement of Randy Nelson, who lead the TPD for the past eight and half years as the police chief and served the City for more than 44 years.**

The City of Thornton wants to build on their excellent police-community relationship that engenders trust, advances community policing and increases public safety. Thornton seeks a Police Chief who is passionate about that mission and enthusiastic about this opportunity.

Chief Nelson led the department through unprecedented growth, instilled a culture of service and created an atmosphere of continuous improvement and high standards. The next police chief will lead and manage a well-staffed police department as it evolves with a changing community.

# 02. GOVERNING STRUCTURE

**Thornton is a home rule city operating under the Council-Manager form of government. The City Council consists of the mayor, who is elected at large, and eight council members, two elected from each of the City's four wards.**

The mayor and council members serve staggered four-year terms. The City Manager, City Attorney, and Presiding Municipal Judge are appointed by and serve at the pleasure of the city council. While the city council is responsible for setting policy for the City of Thornton, the City Manager is in charge of the day-to-day operations of the City, including hiring and supervising city staff. The Police Chief and all other department directors report directly to and serve at the pleasure of the City Manager.



# THE COMMUNITY 03.



In the past 20 years, Thornton has grown from a population of 82,000 to over 143,000 today and is the 6th largest city in Colorado. Thornton is a diverse city that is consistently ranked as one of the most desirable areas to live in the United States. The City's changing demographics include residents who are Hispanic (32.5%), Asian-American (4.85%), African American (1.1%), American Indian, Pacific Islander (0.1%), and those who identified as other (11.4%).

The City spans 38 square miles and is adjacent to Westminster, Broomfield, Northglenn, Federal Heights, and Commerce City. The ridgelines, wildlife, waterways, rolling hills, and undeveloped land provide residents with a natural setting that contributes to a superior quality of life. Thornton is only ten miles north of downtown Denver, which provides for an abundance of cultural, recreational, and outdoor activities. The Rocky Mountains are close by and provide easy access to over 28 major resort areas that offer skiing, hiking, rafting, and camping, as well as beautiful and breathtaking scenic wonders.

Professional sports teams, including the Denver Broncos, Colorado Rockies, Colorado Avalanche, Colorado Rapids, and the Denver Nuggets, offer activities for the sports enthusiast. The Thornton Arts and Culture Center provides cultural opportunities with community choirs, orchestras, art exhibits, and workshops in all creative genres. Other cultural activities, such as museums,

gardens, the opera and symphony, are readily available in Denver and other nearby communities.

Thornton has experienced a significant increase in commercial activity and development in recent years. With the opening of the Amazon Sort and Robotics Center, the Simon Premium Outlets, and a new Topgolf facility, development activity is at an all-time high! The City is well-prepared for additional growth, having already invested in physical infrastructure, including a water project that will support development and help meet the community's future water needs.

Educational opportunities abound with nine major universities and colleges located within a 45-mile radius of the City. Four school districts serve residents with six high schools, four middle schools, 18 elementary schools, and 14 Charter schools.

Thornton has actively pursued recreation programs with over 2,000 acres of land developed or designated for public recreation. The City operates numerous lighted tennis courts, athletic fields, indoor and outdoor swimming pools, gymnasiums, and a senior citizens center, as well as a 79,000 square-foot recreational center that offers recreation opportunities for people of all ages and activity levels. The City also owns and operates an 18-hole municipal course. With approximately two-thirds of the population under 45 years of age, Thornton will continue its "family focus" for many years to come.



# 04. THE POLICE DEPARTMENT

The Thornton Police Department provides professional public safety services to a dynamic city.

An increase in police staffing followed the City's population growth, causing department leadership to strategically evaluate the service needs of the community and the efficiency of the operation. Beats were reconfigured, staffing models adjusted, and space planning contributed to the build-out of a \$17 million-plus Police/Fire Substation (Fossil Ridge Public Safety Center) that opened in August 2018. Now, 68 department members are assigned to the substation to provide police services to the northern portion of the community.

With an annual budget of \$41.4 million, the Police Chief is responsible for strategic oversight and leadership of a department with 243 commissioned officers and 78.5 FTE non-commissioned professional and support staff working in one of three divisions each managed by a Deputy Chief:

- The **Patrol Division** has nearly 200 employees who work in a fast-paced, dynamic environment providing professional police services as first responders. This division also includes the Youth Service Unit, High Density Housing Unit, Impact Unit, Animal Control, Recruit Officer Field Training Program, Police Service Dog Unit, Special Weapons, and Tactics Team, Honor Guard, Crisis Negotiations Unit and Traffic.
- The **Detective Division** is primarily responsible for the criminal investigation of felony and misdemeanor crimes. The division is divided into the following units: Persons Crimes, Property Crimes, Special Cases, and Special Investigations, who are assigned to the North Metro Task Force. The division is also responsible for gathering, maintaining, and disseminating criminal intelligence, as well as managing the Crime Lab and Property/Evidence.
- The **Administration Division** supports both the Patrol and Detective Divisions. The division includes Police Records, the Chaplain's Unit, Planning and Research, Community Resources/Public Information Officer, Crime Analysis, Automated Systems Support, Administrative Support, Procurement, Purchasing, Budget, Special Projects, and the Emergency 911 Communication Center.
  - o Professional Standards reports directly to the Police Chief ([TPD Org Chart](#))

# 05. THE IDEAL CANDIDATE

The next Police Chief will be a strategic, results-oriented leader that is ready to hit the ground running. The ideal candidate is dedicated to serving the community and has a true passion for community policing through innovative programming. The ideal candidate will also:



## VISION STATEMENT

THE VISION OF THE THORNTON POLICE DEPARTMENT IS TO BE RECOGNIZED AS THE STANDARD OF EXCELLENCE IN LAW ENFORCEMENT.

WE WILL ACCOMPLISH THIS BY LEADING IN TECHNOLOGICAL INNOVATION, PERSONNEL DEVELOPMENT, DATA DRIVEN DECISION-MAKING, COLLABORATIVE PARTNERSHIPS AND BY PROVIDING PROACTIVE POLICE SERVICE TO OUR COMMUNITY.

## STRATEGIC DIRECTOR

- Be a visionary leader who conveys leadership with a strong presence, as well as having outstanding people and management skills
- Be thoughtful when addressing issues related to youth, homelessness, mental health, and other underserved segments of the community
- Be a stabilizing force in the department and engender trust within all levels of TPD
- Continue the positive working relationship with the Thornton Fraternal Order of Police and department members who are unrepresented
- Recognize the complexities of policing in a large metropolitan area, including the necessity of strong relationships with allied agencies, community-based organizations and other regional partners



## PRINCIPLED LEADER

- Possess strong core values that align with the departments—Leadership, Teamwork, Safety, Accountability, and Tradition
- Be an experienced executive who will inspire confidence and trust from the community and earn the respect of both commissioned and non-commissioned personnel
- Be politically astute, without being political, and have experience working with elected officials; Embody the philosophy of openness and will expect the same of his or her command staff
- Know how to mentor and develop staff, respect budgetary parameters, attract and retain top talent, and have an appreciation for a diverse workforce
- Be a culturally competent leader who will build lasting relationships with all segments of the community

## INSPIRING COMMUNICATOR

- Be a collaborator with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations
- Have superior communication and leadership skills, a strong belief in partnerships beyond policing, and an unwavering commitment to advancing safety in the community
- Be an inspirational leader, an excellent public speaker who is responsive to the community, and quick to think on his or her feet in public settings
- Build strong working relationships with members of the Directors Team

## MISSION STATEMENT

THE MISSION OF THE THORNTON POLICE DEPARTMENT IS TO SERVE AND PROTECT OUR COMMUNITY.

THE DEPARTMENT DOES THIS THROUGH A TRADITION OF PROVIDING HIGH QUALITY POLICE SERVICES, DETERRING CRIME BY ENGAGING IN EFFECTIVE PARTNERSHIPS, COLLABORATIVE PROBLEM-SOLVING AND MENTORING YOUTH.

# 06. QUALIFICATIONS



## EDUCATION

While an equivalent combination of education and experience may be considered, a bachelor's degree, preferably augmented by graduate studies, is desired.

## CERTIFICATION REQUIRED

Position requires certification, or ability to obtain certification, as a police officer as required by Colorado POST: <https://www.colorado.gov/pacific/post/provisional-certification>

## EXPERIENCE

The most competitive candidates for the Chief of Police position will possess at least 10 years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing and crime reduction efforts.

It is preferred that this experience be with a similar-sized or larger agency in a metropolitan area. Candidates must have a proven track record of working collaboratively within an organization, the community, and with local, state and federal partners.



# 07. COMPENSATION & BENEFITS

**This salary range for this at-will position is \$145,133 - \$191,575 annually, with placement depending on qualifications, salary history and accomplishments. Compensation will be augmented by an excellent benefits package that includes the following:**

- Health Insurance
- Dental Insurance
- Vision Insurance
- Life, Dependent Life & Supplemental Life Insurance Options
- Voluntary Accidental Death & Dismemberment Policy
- Flexible Spending Plan
- Retiree Health Savings Plan
- Pension Plan
- Deferred Compensation Plans
- Short & Long-term Disability Plans
- Paid Holidays
- In-House Training Opportunities
- Tuition Reimbursement
- Employee Assistance Program



# TO BE CONSIDERED.



## APPLY TODAY!

This recruitment will be handled with strict confidentiality throughout the various stages of the search and selection process. This position will be considered "open" until a final selection is made. Candidates are strongly encouraged to apply by April 30, 2020.

Electronic submissions should be emailed to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com) and should include a compelling cover letter, comprehensive resume and list of references. References will not be contacted without notifying the candidate.

Only the most highly qualified candidates will be invited to the selection process in May 2020. Ideally, the new Police Chief will join the City of Thornton in June 2020 or upon a mutually agreed upon date.

## APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultants:

**Public Sector Search & Consulting, Inc.**  
**Gary Peterson (Chief of Police, Ret.), Search Consultant**  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Mobile: (916) 622-5323 | Office: (916) 789-9990

The City of Thornton is an equal opportunity employer who supports equal opportunity for all people, regardless of Race, Color, Religion, Gender, Sexual Orientation, Age, National Origin or Disability.



# Raising the bar for Public Sector Search

## ADDRESS

6520 Lonetree Blvd.  
Suite 1040  
Rocklin, CA 95765

## PHONE & FAX

Phone (916) 789-9990  
Fax (916) 290-0201

## WEB & EMAIL

Email [info@publicsectorsearch.com](mailto:info@publicsectorsearch.com)  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Web [publicsectorsearch.com](http://publicsectorsearch.com)