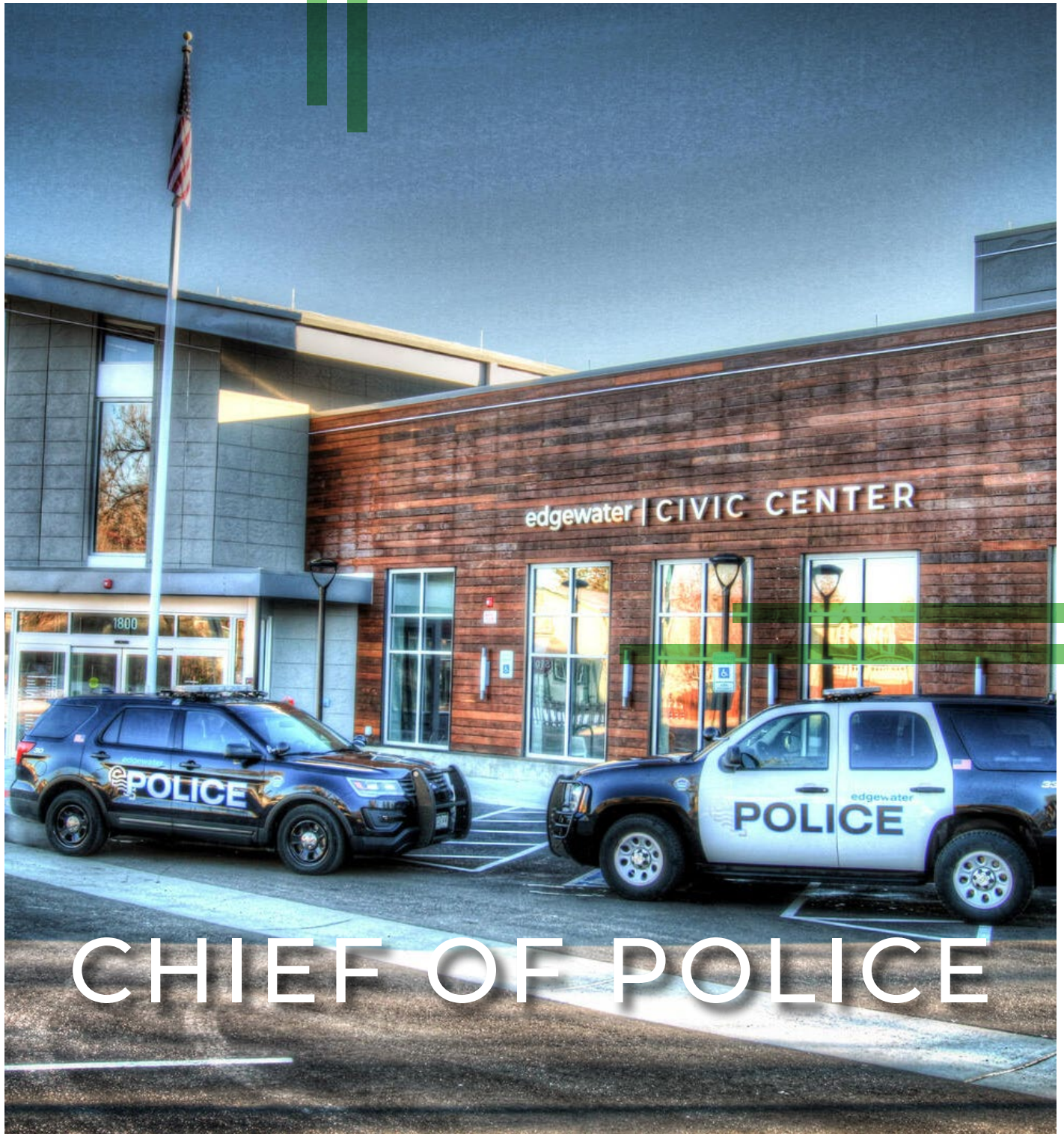


**A NATIONAL SEARCH**  
is underway for a new  
Police Chief

**Edgewater, CO**



**CHIEF OF POLICE**





THE CITY OF EDGEWATER, CO

AN **01.**  
OUTSTANDING  
**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 transform 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.



## CITY GOVERNMENT

# 02.

**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 \$15m 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-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 plan, partner and provide superior services and a safe environment in its thriving, authentic community. In addition, the city strives to provide exceptional municipal services and customer service for residents across a wide variety of departments, including the police department. Like other department heads, the Chief of Police is an at-will employee who serves at the pleasure of the City Manager.



### ***Mission Statement***

To provide  
**exceptional** services  
and programs  
with a **neighborly**  
commitment to all  
who **live, work** and  
**visit** Edgewater.





# THE 03. 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 Sloan's Lake, Edgewater dates back to 1901. Geographically, Edgewater is a small city with an area of less than one 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 welcoming people, Edgewater is a great place to live, work and play!



# 04.

## THE DEPARTMENT

**The Chief of Police leads the Edgewater Police Department (EPD) by providing strategic direction for public safety that enhances the quality of life for residence and visitors to 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 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 \$2.8m budget supporting a staff consisting of 18 sworn and 3 civilian staff as follows: the Chief of Police, one Commander, three Police Sergeants, two Corporals, eight Police Officers (patrol), a School Resource Officer, and a Corporal and a Detective assigned to Investigations. Additionally, the department has two civilian employees who work in both Records Management and in the Edgewater Municipal Court. One civilian employee manages the Property and Evidence Unit and another part-time civilian employee assists with police technology issues and automotive support.



**The department provides public safety services consistent with the City's Edge Pledge (Values):**

**E**mpowering Inclusion

**D**isplaying Integrity

**G**enerating Service

**E**ngaging Cooperation



# 05 KEY CHALLENGES AND OPPORTUNITIES

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

- **Creating a strategic vision** for future policing practices that align with the City's priorities
- The City values **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. They will have an open and collaborative management style and be a good decision maker. The next Chief of Police will have a passion for policing 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 management 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. The 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, and inclusion (DEI) 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 EPD members and the community. 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.



# QUALIFYING CRITERIA 07.

## EDUCATION

A bachelor's degree from an accredited college or university with major course work 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 PEFR's Senior Management Institute for Police is considered a plus.

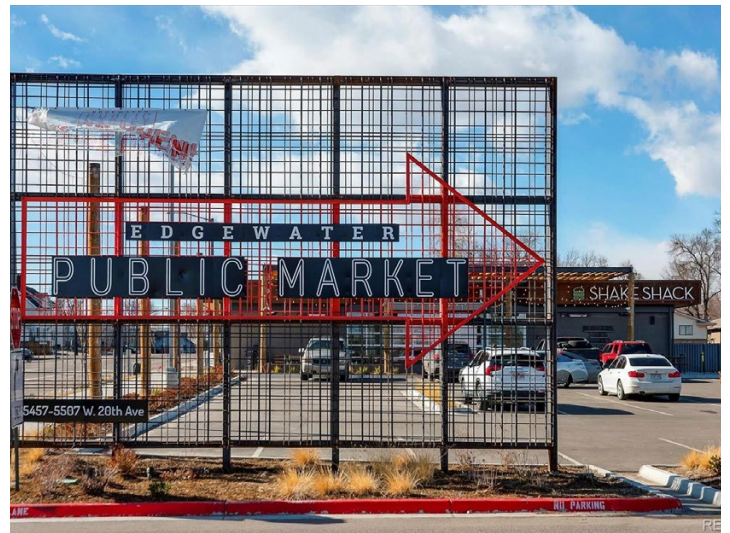
## EXPERIENCE

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
- Polygraph Examination
- Psychological Test



## COMPENSATION AND BENEFITS

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 or Mr. Gary Peterson for more information (see contact information below).





# NOMINATION AND APPLICATION PROCEDURES

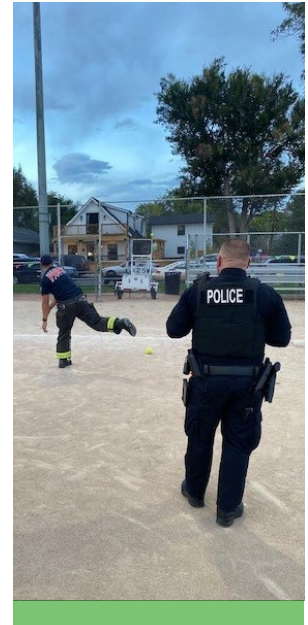
# 08.

## APPLY TODAY!

Candidates are encouraged to apply early for optimal consideration by submitting a cover letter, resume and list of professional references via email to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). References will not be contacted without the candidate's express permission. Submissions will be accepted through February 28, 2022. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received.

- Only the most highly qualified candidates will be invited to participate in the selection process ( March 2022).
- After a selection has been made, an offer will follow, contingent on the successful completion of the City's hiring process.
- It is anticipated that the selected candidate will join the City of Edgewater in March 2022 or at a mutually agreeable date.



## APPLY WITH CONFIDENCE

Confidential inquiries and nominations are welcomed and should be directed to Public Sector Search & Consulting, Inc.

### Public Sector Search & Consulting, Inc.

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

#### Mr. Justin Doll, Search Consultant

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

(907) 748-5746 – cell

#### Mr. Gary Peterson, President/CEO

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

(916) 789-9990 – office | (916) 622-5323 – cell

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.





# 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)

 **Public Sector**  
SEARCH & CONSULTING