



CHIEF OF PUBLIC SAFETY



IDEAL CANDIDATE

EFFECTIVE LEADER

The Public Safety Chief provides effective leadership through strategic planning, organizing, directing, and supervising activities to achieve defined goals within the Police Department (Administrative Services, Communications, Detective Services, Information and Technology, Patrol Services, Support Services and Special Operations - available resources), Fire Services (Administration, Operations, and Support Services and support activities), and Emergency Management (Emergency Management, LEAD and CORE programs). The Chief reviews the department's performance, studies trends, standardizes procedures, and formulates new programs or policies to improve the efficiency and effectiveness of operations via a data driven approach that involves the community.

TEAM PLAYER

The Public Safety Chief reports directly to the City Manager and works closely with the Deputy/Assistant City Managers and all department directors. The Public Safety Chief establishes and maintains cooperative working relationship with law enforcement, fire, and emergency management personnel in other jurisdictions. The Chief represents the City on public safety issues and coordinates activities with outside agencies. The Public Safety Chief will meet with elected and appointed officials, business representatives, and members of the public to promote City and department activities and further positive community relations. The Chief will make public safety presentations to various community groups and works closely with the community in assisting neighborhoods, non-profits, businesses, and individuals on issues that are important to improving the community.

COMMUNITY-ORIENTED

The Public Safety Chief is required to be a community-oriented professional, who engages with staff at all levels and understands change leadership. The Chief must demonstrate the highest level of personal and professional integrity and lead the department in its mission within a culturally rich and diverse community.

Education & Experience

- Any combination of education and experience equivalent to a bachelor's degree in Law Enforcement/Fire Science/Emergency Management or a related field.
- Ten years of progressively responsible experience in a public safety-related field, with at least two years at the rank of Division Chief/Captain or the equivalent.





CITY GOVERNANCE

Longmont is a home rule city with a council-manager form of government

The State of Colorado's Constitution allows for several structures for municipal governments. The City of Longmont operates under a "Council-Manager" form of government that provides the political leadership of a City Council with the administrative oversight of a City Manager. There is a seven-person City Council including a Mayor. The Mayor serves a two-year term and the City Council members each serve four-year terms.

The City Council appoints both the City Manager and the City Attorney. All other City staff are hired through a competitive hiring process. The City Manager provides day-to-day administrative management and oversight. The City Attorney serves as general counsel to the City Council and city departments and divisions. Each department is headed by a director that oversees various divisions.

CITY ORGANIZATION

The City of Longmont currently has 963 regular-benefitted employees and 543 temporary employees. Longmont's current City Manager has served for more than nine years.



CITY ATTRIBUTES

The City of Longmont's overall success, as an organization, is closely linked to its ability to create and sustain a work culture in which all staff can thrive, feel respected and included, and brings out our best as we serve the Longmont community.

As one.

- **Respect:** Treats others with respect and dignity
- **Integrity:** Embodies and models honesty and integrity
- **Service:** Embodies a spirit of service and sense of pride

Together.

- **Enjoyment:** Creates/promotes a work environment where it is enjoyable to come to work
- **Communication:** Engages in frequent, meaningful and direct communication; closes all loops
- **Accountability:** Holds self and others accountable
- **Creativity:** Fosters creativity and innovation
- **Team Work:** Fosters opportunities for authentic team work

We Lead.

- **Action:** Encourages and supports decision-making and taking action
- **Balance:** Supports work-life balance
- **Appreciation:** Acknowledges and appreciates each employee's significance
- **Leadership:** Recognizes and supports leadership skills and qualities among all
- **Learning:** Supports employee development and training

PUBLIC SAFETY DEPARTMENT

Longmont Public Safety comprises just over 300 employees. Our commitment is to work in partnership with our residents to improve the quality of life for those who live in, work in, or visit our community.

DIVISIONS

- **Fire Services:** This group consists of all field staff that provides fire and medical response, including staff at all six fire stations, the medical liaison function, and fire codes and planning, as well as the Longmont Emergency Communications Center.
- **Police Services:** This consists of those assigned to street operations. This division includes all staff assigned to patrol, detectives and specialized units.
- **Office of Emergency Management** Provides oversight for the field work in our community with mental illness and substance abuse. This unit also contains those working with the community on outreach including victim advocates, domestic violence, volunteers and emergency management. The Longmont Office of Emergency Management (OEM) helps to coordinate City departments, private and nongovernmental organizations, and the community to prepare for, respond to, and recover from emergencies and disasters in the area. Primary responsibilities of the OEM include working with stakeholders to develop and update emergency plans, track resources, and develop partnerships with organizations at every level of the community to ensure we are all working together when things are at their worst.
- **Support Services:** Provides leadership for police and fire staff with responsibility for logistics: fleet, facilities management, budget, purchasing, contracts and agreements. This also includes the training and personnel functions of both the police and fire departments as well as Public Safety Information Technology



Photo by Patrick Kramer





Photo by Patrick Kramer



Essential Duties

Incumbent is accountable for all duties of this job and other projects and responsibilities may be added at the City's discretion.

- Takes the time to learn and understand Longmont's diverse community. Builds meaningful relationships, establishes trust, and ensures that the Public Safety Department is connected to the community at all levels.
- Is culturally competent and understands and implements the concepts of social equity, community policing, restorative justice, prevention and mitigation, and can become the champion of these concepts within the Public Safety Department and in the community.
- Has understanding of and experience in both Police and Fire operations.
- Understands the role as a highly visible member of the community; creates and maintains professional and collegial relationships and partnerships at all levels.
- Is approachable and models behaviors expected throughout the entire City organization including trust, mutual respect, and accountability.
- Coordinates the Public Safety Department's effort to form partnerships with the community. Analyzes community needs and develops new programs for service where appropriate.
- Creates an equitable and inclusive environment and supports the health and well-being of all public safety staff members. Understands the concept of Longmont's Peer Support Program and has the ability to enhance this activity. Understands and can enhance the areas of crisis intervention, de-escalation, trauma-informed practices, and mental health awareness.
- Proactively engages as a member of the City Leadership Team. Collaborate on City-wide initiatives, support an equitable inclusive environment, and actively champion our efforts to strengthen a values-driven culture.

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Essential Duties Cont. ...

- Encourages continuous improvement and leads on going efforts to improve the department, update policies and procedures, and ensure that the public safety staff have an active voice in maintaining a positive work environment.
- Actively listen to the community/residents, Public Safety staff, other City departments and agency partners to meet both the department and community expectations and needs.
- Delivers presentations on the Public Safety Department's positions, goals, and strategies. Represents the City before residents, elected officials, committees and boards on matters of the City.
- Formulates long-range strategic planning for Public Safety services. Direct the development and implementation of goals, objectives, policies, priorities, and procedures for the Public Safety Department.
- Plans, organizes and directs the activities of the Department including field operations, investigations, crime prevention, training, and records. Develops and maintains management systems and processes to support the philosophy of community policing.
- Informs City Council of budget status, ordinance changes, resolutions, and all other significant activity including changes within the Public Safety Department or within the community that relate to public safety. Prepares and presents financial and administrative reports, ordinances, and resolutions pertaining to public safety to the City Council.
- Provides guidance to deputy chiefs in the planning, implementation, and evaluation of programs, training, budget, and personnel management. Coordinates the building of teams within the Public Safety Department.
- Develops, creates, and coordinates additional resources for delivering public safety services.
- Responds to complaints, concerns and questions from the community. Provides statements to the press and maintain media relations on the activities performed by the Public Safety Department in conjunction with the City's communication team.
- Prepares, administers, and presents the Public Safety Department's annual budget to the City Manager and City Council.
- As a member of the Executive Management Team, set city-wide goals and policies and assist in completing objectives of the City Council annual work plan.
- Prepares, presents, and reviews reports relating to Department activities. Identify and coordinate the research and implementation of strategies to build public safety awareness in the community.
- Coordinates Public Safety Department operations and activities with other City departments and external agencies. Develop partnerships and teams with other City departments.

- Recruit, select, supervise, train, and evaluate assigned staff. Work to create a department that reflects the community, including bilingual staff members, and fill current vacancies with teammates who contribute to the organizations culture and positively impact the work environment.
- Performs essential duties and additional tasks in a manner that enhances City Attributes.



Additional Requirements

- Possession of a current and valid Colorado Driver's License or ability to obtain upon hire.
- Serves at the pleasure of the City Manager and must meet current residency requirements (Longmont resident)/meet residency requirements within 6 months of hire.

Compensation & Benefits

- Hiring Range: \$14,360 - \$15,955/monthly
- Varied including evenings and weekends
- Regular Full-time with Benefits•Benefits include: Medical, Dental, Vision, Flex Spending, 401 Money Purchase Plan, FPPA, Term Life & AD&D, Long Term Disability, Bereavement, Jury & Witness Duty, FMLA, Military Leave, Sick, Vacation, Holiday pay, EAP, Tuition Assistance.
- Other benefits: Optional, employee elected, voluntary benefits are available

ABOUT LONGMONT AND ITS COMMUNITY

Designated as an All-America City in 2006 and then again in 2018, the residents of Longmont weren't surprised to learn that it was named the No. 1 Boomtown in America in 2019, according to the Smart Asset Study and voted one of the best places to live in America according to a 2019 study by Money.com. The first Gig City in Colorado, Longmont's NextLight Internet has been named the fastest ISP by PC Magazine.

Longmont also is home to several high-tech

companies and a vibrant restaurant and art scene.

It is conveniently located 35 miles from Denver, 16 miles from Boulder, and 30 miles from scenic Trail Ridge Road through Rocky Mountain National Park.

The City of Longmont was founded in 1871 by members of the Chicago-Colorado Colony. Astronaut Vance Brand was born in Longmont and graduated from Longmont High School. The first store to carry the JC Penney name was located on Longmont's Main Street.

Longmont by the Numbers

- **Population:** 96,192
- **Households:** 37,673
- **Median Age:** 35
- **Demographics:**
 - Caucasian: 82.4%
 - Latino of any race: 24.6%
 - Asian: 2.8%
 - African American: 1.1%
 - Other: 13.6%
- **Community Services:**
 - 1 municipal airport
 - 2 hospitals
 - 76 churches
 - 6 dog parks
 - 4 golf courses
 - 4 public swimming pools
 - 35 parks and 7 greenways
- **Annual Weather Metrics:**
 - Warmest month: July (average 73.5°F)
 - Coldest month: December (average 31°F)
 - Average precipitation: 12.09"
 - Average snowfall: 45.9"

Get More From Life



Longmont is an outdoor city. Take off running along one of Longmont's many greenways. Stroll among the geese at McIntosh Lake. Ride your bicycle over miles of bike trails. Or just sit on a nice flat rock by the St. Vrain Creek and listen to the flowing water and watch the birds. The City of Longmont maintains almost 3,000 acres of parks and open space, and Boulder County maintains more than 80 miles of trails for hiking, biking, horseback riding, and nature photography. Longmont sits at the foot of the Rocky Mountains within driving distance of 29 ski areas.



The City also takes an active role in providing cultural and recreational activities for the entire community. The City's division of Recreation Services operates one large Recreation Center and several satellite centers, including an outdoor ice skating rink and indoor and outdoor swimming pools. The divisions of Senior Services and Youth Services provide activities and services for specific age groups; and the Longmont Museum & Cultural Center serves visitors of all ages.



The Innovation Center; Courtesy of Erie Tiger Times



University of Colorado — Boulder

EDUCATION

The St. Vrain Valley School District (SVVSD) operates about 55 schools in a 411-square mile area encompassing 13 communities.

SVVSD's focus on student success is reflected through positive academic trends and public recognition. SVVSD's Colorado standardized testing scores have been consistently higher than the state's average. The SVVSD serves more than 32,000 students in grades Pre-K through 12.

ST. VRAIN VALLEY SCHOOL DISTRICT BREAKDOWN:

- 24 Elementary Schools
- 8 Middle Schools
- 7 High Schools
- 6 Charter Schools
- 1 Special Education program
- 1 Innovation Center
- 10 Other Facilities

Higher education is available locally through the Boulder County campus of Front Range Community College located in Longmont. Longmont also is within easy commuting distance of the University of Colorado at Boulder and Colorado State University in Fort Collins.



EMPLOYERS

Longmont has a diverse economy with more jobs held by local residents than any other city in Boulder County.

These jobs include positions in biotech, aerospace, software, and semiconductor companies, as well as several other industries and companies of all sizes. According to the Software & Information Industry Association, the Boulder/Longmont area has the highest concentration of software-related jobs in the U.S.

Longmont also is home to 26 firms that each employ more than 100 people with the largest employers being the St. Vrain Valley School District, Seagate Technology, Longmont United Hospital/Centura, the City of Longmont, and West Safety Services Division. Longmont's median household income is \$57,142.

Longmont is within easy commuting distance of Boulder, home to employers such as IBM, Ball Corporation, National Center for Research, NIST, and Celestial Seasonings.

Longmont's other major employers include:

- BC Services, Inc.
- Circle Graphics
- Crocs
- DigitalGlobe
- Federal Aviation Administration
- GE Oil & Gas
- Intel Corporation
- Measured Progress
- McLane Western
- Micron Technology
- PharMerica
- Smuckers
- Sun Construction & Design
- UC Health Longs Peak Hospital
- Western Digital
- Wilant
- Woodley's Fine Furniture
- Xilinx






TO BE CONSIDERED ...

Online application (required) must be successfully submitted at LongmontColorado.gov/jobs. Resumes are not accepted in lieu of the City Application.

This position is Open Until Filled. For more information, call 303-651-8609.

The City of Longmont offers Equal Opportunity for employment to all qualified applicants. It is the policy of the City of Longmont not to discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, veteran status, or disability unless related to a bona fide occupational requirement. If you need special assistance in the selection process, please contact the Human Resources Department in advance to make arrangements.



Resources

City of Longmont LongmontColorado.gov
Longmont Area Visitors Association VisitLongmont.org
Longmont Area Chamber of Commerce LongmontChamber.org
Longmont Times-Call TimesCall.com
Longmont Leader LongmontLeader.com
St. Vrain Valley School District SVVSD.org
Longmont Economic Development Partnership Longmont.org

CITY OF
LONGMONT
C O L O R A D O

Longmont Civic Center
ATTN: Human Resource Services
350 Kimbark Street
Longmont, CO 80501

303-651-8609





Job Announcement

20210144 Chief of Public Safety

CLOSING DATE: Open Until Filled

APPLY ONLINE AT [LONGMONTCOLORADO.GOV/JOBS](https://longmontcolorado.gov/jobs)

Department: Public Safety

Division: Police/Fire/OEM

Hiring Range: \$14,360 - \$15,955/monthly

Varied including evenings and weekends

Regular Full-time with Benefits

Benefits include: Medical, Dental, Vision, Flex Spending, 401 Money Purchase Plan, FPPA, Term Life & AD&D, Long Term Disability, Bereavement, Jury & Witness Duty, FMLA, Military Leave, Sick, Vacation, Holiday pay, EAP, Tuition Assistance.

Other benefits: Optional, employee elected, voluntary benefits are available.

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Principal Duties:

- Takes the time to learn and understand Longmont's diverse community. Builds meaningful relationships, establishes trust, and ensures that the Public Safety Department is connected to the community at all levels.
- Is culturally competent and understands and implements the concepts of social equity, community policing, restorative justice, prevention and mitigation, and can become the champion of these concepts within the Public Safety Department and in the community.
- Has understanding of and experience in both Police and Fire operations.
- Understands the role as a highly visible member of the community; creates and maintains professional and collegial relationships and partnerships at all levels.
- Is approachable and models behaviors expected throughout the entire City organization including trust, mutual respect, and accountability.
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- Proactively engages as a member of the City Leadership Team. Collaborate on city wide initiatives, support an equitable inclusive environment, and actively champion our efforts to strengthen a values-driven culture.

- Encourages continuous improvement and leads ongoing efforts to improve the department, update policies and procedures, and ensure that the public safety staff have an active voice in maintaining a positive work environment.
- Actively listen to the community/residents, public safety staff, other City departments and agency partners to meet both the department and community expectations and needs.
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Working Environment:

Work is performed in a standard office environment. Occasional light lifting and carrying of up to 15 pounds is required. The work requires reading, writing, and analyzing financial documents. The work includes frequent verbal and written communications, organizational skills, problem solving, and performing detailed work. Work requires the ability to perform under rigorous time constraints, constant interaction with others, occasionally of an adversarial nature. Work requires a non-traditional work schedule including evenings and weekends as required.

Qualifications:

Any combination of education and experience equivalent to a Bachelor's Degree in Law Enforcement or a related field or the equivalent. A Master's Degree in Public Administration or a related field is preferred. Ten years of progressively responsible experience in a public safety related field, with at least two years at the rank of Division Chief/Captain or the equivalent.

Special Qualifications: Possession of a current and valid Colorado Driver's License or the ability to obtain upon hire. Serves at the pleasure of the City Manager and must meet current residency requirements (Longmont resident)/meet residency requirements within 6 months of hire.

Selection

The selection process will include complete job description review, personal interview, background investigation, criminal background check, and substance screening.

DEADLINE: Open Until Filled

Online application (required) must be successfully submitted. This position is ***Open Until Filled***. An online application process is available for this position on our website at

www.longmontcolorado.gov/jobs. Resumes are not accepted in lieu of the City Application. For more information, call (303) 651-8609.

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AN EQUAL OPPORTUNITY EMPLOYER

ALL CITY OF LONGMONT FACILITIES ARE SMOKE FREE