



CITY OF
Grand Junction
C O L O R A D O

CHIEF OF POLICE

\$145,000 to \$160,000

Plus Excellent Benefits



Apply to

KRW Associates, LLC

apply@krw-associates.com

Deadline

March 2, 2018

THE COMMUNITY

Grand Junction, the western gateway to the Rocky Mountains of Colorado, is located at the junction of the Gunnison and Colorado Rivers, between Salt Lake City and Denver on Interstate 70. A city of approximately 60,000, Grand Junction is the regional center for Colorado's Western Slope and Eastern Utah and serves as the county seat for Mesa County. The county is comprised of several small suburb towns, both rural and urban, that in combination with Grand Junction itself make a total population of over 150,000 in the valley.



The local economy is diverse and key drivers include tourism, agriculture, manufacturing, health care, energy development and retail and aviation and aerospace. Grand Junction is home to many specialty manufacturers and high-tech start-ups as well. There are four area hospitals and a regional airport located in Grand Junction. Colorado Mesa University, with an annual enrollment of over 10,000 students, and Western Colorado Community College actively contribute to the quality of the community.

At an altitude of 4,586 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, Grand Junction is also a mecca for world-class mountain biking, hiking, camping, hunting, fishing, rafting, skiing, golfing, rock-climbing, dirt bike and ATV riding. Among Grand Junction's spectacular red cliffs and winding canyons are the 11,000-foot Grand Mesa and the breathtaking 7,000-foot Colorado National Monument. Other attractions include three national scenic byways, extensive public art displays, museums, and a vibrant downtown featuring creative culinary op-

tions, shopping, Two Rivers Convention Center and the Avalon Theatre. Grand Junction is known as Colorado's Wine Country featuring 23 wineries nearby and hosts community and cultural events throughout the year that include the Junior College Baseball World Series and Grand Junction Symphony. You can find additional information at www.visitgrandjunction.com

THE ORGANIZATION

With a Council-Manager form of government, the City of Grand Junction enjoys the leadership of an energetic and thoughtful City Council, talented city leadership team, and a quality workforce. City Manager Greg Caton joined Grand Junction in June 2016 bringing with him over 17 years of local government management experience both in Colorado and Arizona. He values the executive leadership team. He allows them latitude to direct their respective departments, but asks to be kept informed of issues affecting the organization and community.

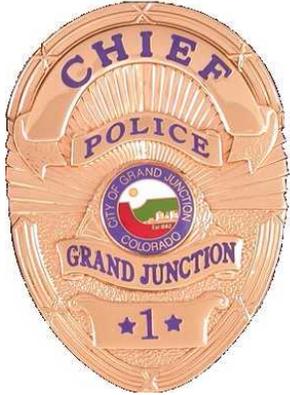
Grand Junction is a full-service City with all departments reporting to the City Manager. These departments are Police, Fire, Public Works, Utilities, Community Development, Parks & Recreation, Finance, Visit Grand Junction and Administration. The City has 628 full-time employees. The City's 2018 budget is \$161.5 million with capital spending at \$37 million.

Adopted in August 2017, the Grand Junction Strategic Plan identifies Public Safety as one of its four strategic directives or community priorities for the next two years. As such, key initiatives and success metrics have been developed to further this priority. To this end, Police Department members join other City employees in acting with respect, integrity, and bridge building to foster partnerships and strengthen relationships throughout our community.



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 Grand Junction Police Department. As the leader of the Grand Junction Police Department, the Chief of Police heads the Police Command Staff consisting of two Deputy Chiefs commanding the Operations and Services Divisions.



The Chief of Police is an integral team member and contributor to the City of Grand Junction Leadership Team, consisting of Fire, Public Works, Utilities, Community Development, Parks & Recreation, Finance, Visit Grand Junction, and Administration; all reporting directly to the City Manager.

The Chief should have experience leading effective and professional multi-jurisdictional cooperative endeavors, including a regional emergency services communications center. 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 department 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.
- Demonstrates a solid record of building community partnerships, and shows past performance as an active, collaborative member of a municipal management team striving to ad-

dress the increasing needs of a vibrant community.

- A genuine commitment to leading an open and transparent police department, which promotes the good work of the Grand Junction 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.

THE DEPARTMENT

With 117 authorized sworn staff, 86 civilians, and a budget of \$30.8 million, the Police Department is a full service law enforcement agency. Because it is the largest municipal agency within approximately a 250-mile radius and therefore has limited support from other law enforcement agencies, it must be largely self-sufficient. As a result, there are capabilities and special units beyond what would be expected for an agency its size.

The Department is currently composed of two divisions, Operations and Services, each commanded by a Deputy Chief. The Operations Division, staffed by approximately 100 personnel, includes patrol, traffic unit including motorcycles, downtown patrol, street crimes unit, SWAT team, bomb squad, K-9s, Colorado Mesa University team, community resource unit, school resource officers, and code enforcement. The Department also is a partner in the regional drug task force with federal and state agencies.

The Services Division oversees investigations, intelligence and crime analysis, crime lab/evidence unit, records section, and the regional Communication Center. Of note, the GJPD has joined with the Colorado Bureau of Investigation to jointly house its forensic scientists at a regional state-of-the-art laboratory facility. The regional Communication Center, with 50 staff, provides 24-hour dispatch capabilities for Grand Junction Police and Fire, Mesa County Sheriff's Department, approximately 24 other municipal police and marshals, and volunteer fire departments throughout Mesa County.



At present, the Professional Standards Unit reports directly to the Chief of Police. The PSU is responsible for internal affairs; recruiting and backgrounds; training, accreditation and policy; public information and internal communications; and, volunteer programs.

The Grand Junction Police Department has maintained accreditation for its professional standards through the Colorado Association of Chiefs of Police (CACCP).

EDUCATION AND EXPERIENCE

MINIMUM QUALIFICATIONS:

- A Bachelor's degree from an accredited college or university with major coursework in

criminal justice, public administration or related field.

- Ten years of increasingly responsible law enforcement experience including five years of management and command-level responsibility.
- Possession of, or ability to obtain, a valid Colorado driver's license.
- Possession of, or ability to obtain within six months of employment, a valid Colorado P.O.S.T. certificate.

PREFERRED QUALIFICATIONS:

- A Master's degree.
- Executive Law Enforcement Training, such as:
 - Police Executive Research Forum-Senior Management Institute for Police,
 - FBI-National Academy,
 - Northwestern University Center for Public Safety- School of Police Staff and Command, or
 - Similar Command College.

COMPENSATION AND BENEFITS

The salary for the Police Chief is in the \$145,000 to \$160,000 range annually, dependent upon qualifications. The City also offers an attractive benefits package, which can be viewed at <http://www.gjcity.org/siteassets/government/2018-executive-benefits-overview.pdf>

TO APPLY

The City is being assisted in this search by KRW Associates, LLC. Applications will be accepted electronically until 5PM (MST) March 2, 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 Ron Sloan, KRW Managing Partner at info@krw-associates.com or 303-325-1113.

The City of Grand Junction is an equal opportunity employer.