



**Chief of Police  
Fort Collins Police Services  
City of Fort Collins, CO**

**Hiring Salary Range: \$160,000 - \$185,235**

**Deadline: December 31, 2017**

**[apply@krw-associates.com](mailto:apply@krw-associates.com)**

**The Opportunity:** The City of Fort Collins, Colorado is seeking an engaging and experienced professional, committed to the ideals of accountable, progressive, and collaborative law enforcement services, to become the next Chief of Police.

Candidates must have a demonstrated record of leadership founded upon the values of transparency, respect, integrity, service, and stewardship. Additionally, candidates must exhibit an appreciation for diversity in the community and the agency, along with a commitment to building strong and healthy organizational culture and practices based in experienced leadership in policing and effective communication skills.

**The Community:** Incorporated in 1873, Fort Collins is nestled against the foothills of the Rocky Mountains alongside the banks of the Cache La Poudre River. At 5,000 feet in elevation, residents enjoy a moderate, four-season climate, with an average of 300 days of sunshine per year. With 167,500 residents, Fort Collins is Colorado's fourth largest city and spans 57 square miles. At full build-out, the City of Fort Collins is expected to reach 255,000 residents. From the early days, Camp Collins became Fort Collins and has transformed into a vibrant and healthy city with ample attractions and amenities. There are abundant outdoor recreation opportunities available to the many residents who enjoy healthy lifestyles. The nearby Horse Tooth Reservoir is a key attraction, as is the Scenic Byway Poudre Canyon. Within the City, the Old Town district provides many venues for live music, shopping, dining, and nightlife. Fort Collins is also home to Colorado State University. With a student enrollment of 32,000, the University significantly affects the composition and culture of Fort Collins. More than half of Fort Collins' residents are college graduates and the City has a strong appreciation for arts, culture, and entertainment. If you are seeking the Colorado lifestyle in a community in which you can reinvent and reinvigorate yourself, then Fort Collins is your city.

**City Government:** The City of Fort Collins is a home rule city with a Council-Manager form of government. The City Council is composed of six District Council Members who are elected for four-year terms and a Mayor who is elected at-large for a two-year term. All elected offices are non-partisan. The City Council appoints the City Manager, City Attorney, and the Municipal Judge. The City Manager has overall responsibility for all other City employees. The City of Fort Collins directly provides a full slate of municipal services including operating its own electric, water, wastewater, and storm water utilities. Fire protection is provided by the Poudre Fire Authority (PFA).

The [City of Fort Collins](#) was chosen as a 2017 Malcolm Baldrige National Quality Award Recipient. The Baldrige Award is a Presidential-level honor, recognizing exemplary practices among American organizations and businesses including an unceasing drive for radical innovation, thoughtful leadership, and administrative improvement. Fort Collins was selected from a field of 24 applicants after evaluating them in seven areas defined by the [Baldrige Excellence Framework](#): leadership; strategy; customers; measurement, analysis and knowledge management; workforce; operations; and results. The City of Fort Collins has a "AAA" credit

rating and ranks in the top 10 percent of cities nationally as a place to live and work, and for quality of culture and recreation, job opportunities, air quality and attractiveness. It ranks in the top 1 percent for drinking water quality and emergency preparedness

**The Department:** Fort Collins Police Services (FCPS) is a CACP-accredited and community-focused agency that provides full-service policing to a vibrant and complex community. It is the vision of Fort Collins Police Services to make Fort Collins the safest city in the nation. FCPS is organized into five Divisions: Administration, Information Services, Criminal Investigations, Patrol, and Community and Special Services. The Deputy Chief of Police leads the Administration Division, a civilian Director leads the Information Services Division, and Assistant Chiefs lead each of the other divisions. FCPS has a total staff of 328 employees, 214 of which are sworn officers. The 2017 budget for FCPS is \$46.5 million.

**The Challenges:** The Mission of Fort Collins Police Services is “To provide professional and compassionate police services.” To achieve that goal, the next Chief of Police will encounter, and must address, the following challenges facing the organization:

- Expansion of transparency through effective agency and community engagement which promotes the good work of Fort Collins Police Services while accepting responsibility for all police actions and identifying ways to continually improve.
- Developing and nurturing allied organizations and community partnerships to address pressing public safety and order maintenance issues throughout the city.
- Achieving community confidence in the policies, practices, training, and overall provision of Police Services including, but not limited to: use of force, respect for diversity, and the legal and ethical application of police authority.
- Instilling and modeling a strong and healthy leadership culture within Fort Collins Police Services that supports the City and Department Values, constantly seeking improvement, and embracing accountability within the organization and the community.
- Developing collaborative and innovative policies and strategies that respond to the complex public safety needs of a growing city.

**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 Fort Collins Police Services. Pursuant to the residency requirement in the City Charter (Article IV, Section 3), during the term of employment, the Chief of Police must reside within the Fort Collins Urban Growth Area. As the leader of Fort Collins Police Services, the Chief of Police heads the Police Executive Staff consisting of one Deputy Chief, three Assistant Chiefs, and one civilian Director. The Chief of Police is an integral member and contributor to the City of Fort Collins Executive Leadership Team, and is expected to be a transparent and accountable ambassador for Police Services throughout the community. The Chief must have experience working collaboratively with all stakeholders, embracing innovation and evidence-based practices to address the public safety issues in a vibrant and growing city. The Chief must be accountable and transparent, building trust both within the department and the community. The Chief must be a humble, engaging, effective, and experienced police executive, adept at communication skills that build trust, confidence, and respect throughout the department and the community.

**Competencies and Personal Characteristics:**

- Unquestioned integrity, exhibiting personal and organizational accountability.
- Excellence in external and internal communication with the ability to instill understanding and build trust.
- Progressive and collaborative leader, skilled in building partnerships with allied agencies and community stakeholders to problem solve and pursue solutions.

- A genuine commitment to leading an open and transparent police department.
- Experience with the challenges of a complex and growing city and department.
- 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 Executive Staff, employees of the Agency, members of the community, and regional partners.
- Exceptional organizational and management skills.
- Extensive leadership experience with the components of contemporary and effective policing practices in a complex and growing department and community.
- Demonstrated ability to collaborate well with members of a collective bargaining unit.
- A demonstrated commitment to community and department-wide equity and inclusiveness beginning with cultural awareness and sensitivity.
- A proven commitment to staff development and progressive department-wide training that is consistent with and responsive to the needs of the community.

**Minimum Qualifications:**

- Bachelor's degree in a related field from an accredited college or university required. A Master's Degree is highly preferred.
- Must be a recognized peace officer who preferably has served as a first line supervisor, middle manager, top-level manager, and/or executive administrator in a law enforcement agency of similar or larger size, with the ability to become a sworn member of Fort Collins Police Services.
- Must have a minimum of 15 years of progressively responsible supervisory and management experience.
- Valid Colorado driver's license, or the ability to obtain one within 30 days of selection/hire and established residency.
- Colorado POST certified Peace Officer, or certifiable, within one year of selection/hire.
- Executive Law Enforcement Training Highly Preferred:

**Compensation:** The hiring range for this at-will executive position is \$160,000 - \$185,235, dependent upon qualifications. Additionally, the selected candidate will enjoy excellent benefits including vacation, medical insurance, life insurance, assigned automobile, paid holidays, sick leave, administrative leave, and retirement provided through a 401(a) plan, with the City of Fort Collins contributing 10% of the base salary toward the plan. Additionally, a Deferred Compensation plan is available with matching funds up to 3% of contributions.

**The City of Fort Collins is an equal opportunity employer.**

**How to Apply:** Applications will be accepted electronically from December 1, 2017 to December 31, 2017 at [apply@krw-associates.com](mailto:apply@krw-associates.com) and must include a cover letter, resume (with salary history) and 6 professional references. The complete posting brochure can be seen at [krw-associates.com](http://krw-associates.com). Questions should be directed to Ron Sloan, Managing Partner at [info@krw-associates.com](mailto:info@krw-associates.com) or (303) 325-1113.