

Chief of Police Golden Valley, MN



Recruitment Services Provided By AB Strategic Security Group LLC



The City of Golden Valley, Minnesota

Invites your interest in the position of

The City

The City of Golden Valley is described as a “sweet spot” in the Minneapolis-St. Paul metro, offering a wide variety of services and programs to its residents, businesses, and visitors. With a population of just over 23,000, and located five miles west of downtown Minneapolis, the city contains numerous parks and trails as well as connections to area regional trails and amenities, providing recreation for all ages and seasons. The city owns and operates Brookview Golden Valley, which is the gold-standard of community gathering spaces, featuring an indoor playground, bar and restaurant, meeting and banquet facilities, golf course, lawn bowling, and curling (for those cold winter months).

Who We Are

City Structure Golden Valley is a Statutory Plan B city that has been a municipal corporation since 1886. The City is governed by the City Council, composed of the Mayor and four Council Members, all elected at-large and serving four-year terms. The City operates under the Council/Manager form of government, which means the City Council sets the policy and overall direction for the City and appoints a City Manager to oversee the day-to-day operations.

The City Manager directs City staff in carrying out Council decisions and providing services. The City Manager directs the activities of nine department directors: Administrative Services, Communications, Fire, Human Resources, Legal, Parks and Recreation, Physical Development, Police, and Public Works. Across all of its departments, the City employs approximately 145 full-time employees, 50 paid-on-call firefighters, and about 175 seasonal or variable-hour employees hired throughout the year.



The next Police Chief for the City of Golden Valley must be committed to building diversity, equity, and inclusion for all.



Welcome Statement

The City of Golden Valley believes in and stands for the values of social equity, inclusion, and justice.

We embrace diversity and recognize the rights of individuals to live their lives with dignity, free of discrimination, fear, violence, and hate.

We welcome individuals to Golden Valley regardless of race, color, creed, religion, national origin, immigration status, gender, gender identity, marital status, age, disability, economic status, sexual orientation, familial status, or cultural background.

Vision

Golden Valley strives to creatively connect people and places, preserve and enhance community resources, and nurture opportunities for all.

Mission

The City of Golden Valley delivers high-quality, responsive services to ensure the community remains a vibrant and welcoming environment in which to live, work, and play.

Values

Communication •
Respect • Community •
Inclusion • Integrity •
Innovation • Courage •
Accountability



Community of Golden Valley

According to most recent Census data, the City is approximately 87 percent White, 55 percent Female, and residents have a median income of \$98,000. As reflected in the Welcome Statement, the City of Golden Valley aspires to be a place of belonging for all. Due to its proximity to Minneapolis, its many employers, and diverse school selection, the City of Golden Valley nearly doubles in size during weekdays, resulting in more racial, age, and socioeconomic diversity.



Schools

ISD 281 (Robbinsdale Area Schools) and ISD 270 (Hopkins School District) provide public education to Golden Valley and surrounding suburbs. Golden Valley is home to Perpich Center for Arts Education (a public arts high school) and two private schools—Breck School and Notre Ecole French Immersion School. The diverse Pre-K–12 educational opportunities make Golden Valley a destination for metro-area scholars of all backgrounds.



Businesses

Golden Valley is home to many flourishing businesses, including Allianz Life Insurance North American Headquarters, General Mills, Honeywell, and Kare 11 News. Commercial development, including retail and office uses, comprises 7 percent of Golden Valley's total land use.

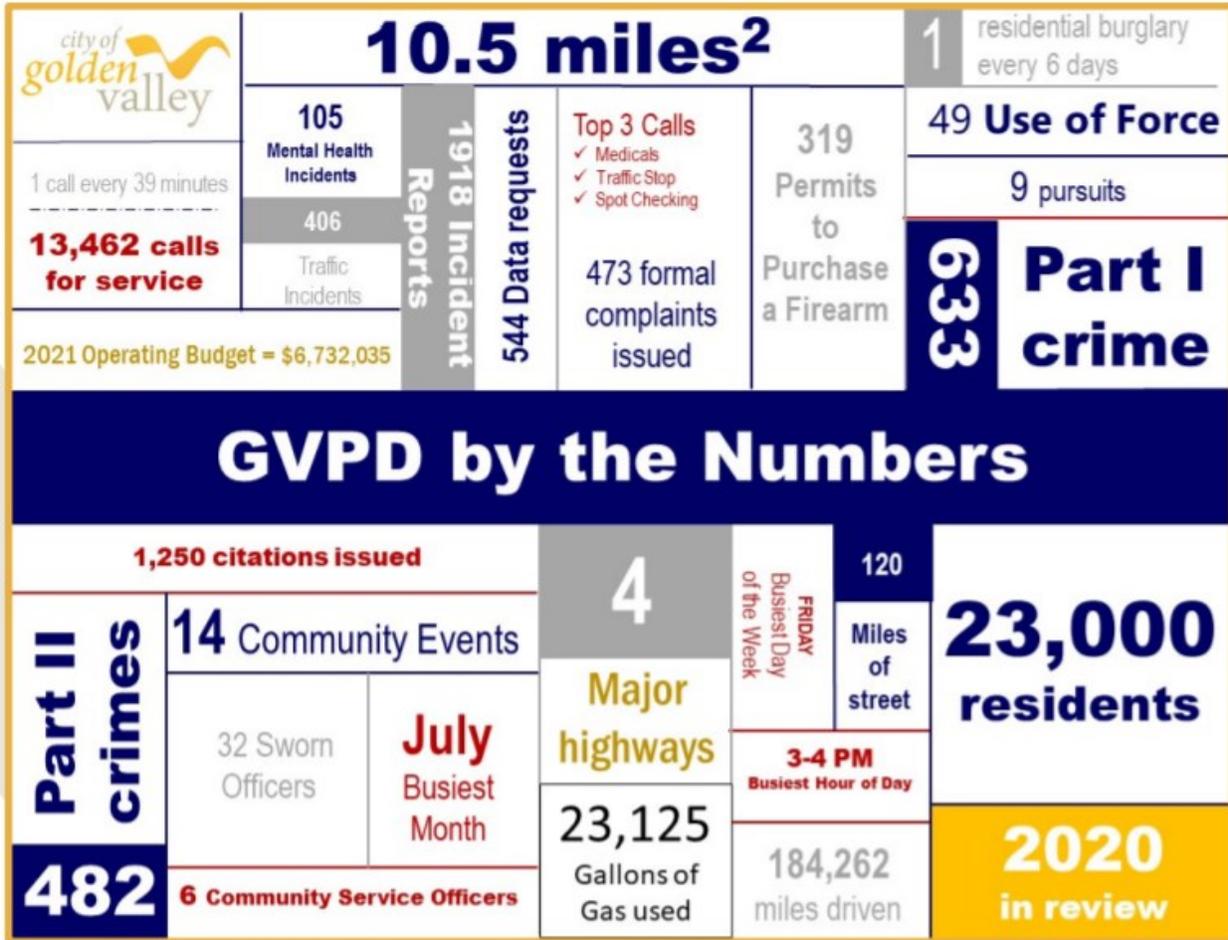


Parks, Trails, and Nature Areas

Fifteen percent of Golden Valley (more than 1,035 acres) is dedicated to parks and open spaces, and the City maintains nearly 50 miles of trails, as well as numerous ball fields, courts, and activity areas.

Police Department

The Golden Valley Police Department (GVPD) provides law enforcement and progressive community service, including patrol, investigations, prosecution of offenders, and crime prevention. Under the direction of the Police Chief, the GVPD includes two Commanders, seven Sergeants, 23 Police Officers, eight Community Service Officers, a Crime Analyst, a Police Operations Supervisor, and two Administrative Assistants.



PEACE Commission

The PEACE (Police Education, Accountability, and Community Engagement) Commission is a group of appointed community members to facilitate bridge-building activities. The PEACE Commission provides recommendations to the City Council based on studies, policy reviews, and community feedback for the Golden Valley Police Department.

Community Outreach

The concept of community policing is a fundamental part of the GVPD. Intervention and prevention are key elements to a safe community. GVPD actively pursues building positive relationships with members of our community through our community outreach program.

The Police Chief

The Police Chief will have progressed through the ranks of a municipal police department or county sheriff's office and have considerable experience in a senior command role in a mid-size agency. The Police Chief will have an open and motivating leadership style that fosters team building, trust, and cooperative relationships between all divisions, departments, administration, City Council, and the community. The Police Chief represents the department, interacts with elected and appointed officials, and will build and develop partnerships with local, state, and federal agencies. In addition, the Police Chief will have an open door policy with community members, educational institutions, civic groups, the media, department members, and city staff to address concerns while sharing trends and listening to diverse perspectives to find solutions.

The Ideal Candidate

The ideal candidate for Police Chief will be a servant leader of impeccable character who can build relationships internally and externally and puts the success of others before their own. Police Department employees expressed a desire for a strong communicator, demonstrates a commitment to officer well-being and safety, and has experience recruiting, training, and retaining quality personnel.

Community members from Golden Valley cited integrity and accountability, experience working with diverse populations, and strong leadership skills as the top qualities of the new Police Chief. The ideal candidate will be a confident but humble leader who can bring immediate credibility to the position. In addition, they will have a progressively successful career that demonstrates creating and guiding an inclusive and transparent department and a proven record of building positive and engaging community relationships.



Education and Experience

The ideal candidate for Police Chief will possess a minimum of a bachelor's degree in Law Enforcement or a related or equivalent combination of education and experience. Minimum of ten years of progressively responsible work in police administration with a minimum of four years experience at the command level. The selected candidate will possess or be eligible for MN POST Board License or reciprocity; have a valid Minnesota Driver's License or the ability to gain with reciprocity with three months; display considerable knowledge of relevant laws, rules, general orders, regulations, and be able to quickly develop knowledge of City ordinances; and demonstrated commitment to Diversity, Equity, and Inclusion.

Desired Qualifications: A master's degree in law enforcement, criminal justice or related field • Successful completion of advanced police management training such as the FBI National Academy, Southern Police Institute, Northwestern Staff and Command School, or related program

Key Opportunities / Priorities

- **Officer Recruitment and Retention**-In the very competitive world of police recruitment, work to recruit quality individuals to the department and create an environment that is conducive to development and success.
- **Develop Trust Within the Department** - Foster a stable trusting and supportive environment for all employees, sworn in non-sworn, are heard and respected.
- **Culture Development** - Celebrated culture of equality, inclusion, respect, accountability, and transparency within the department.
- **Training** - Improve training for supervisors, officers, and non-sworn personnel.
- **Strategic Planning** - developing and implementing a plan and vision for the future of the departments considering current and future population growth and the environment needs of the community.
- **Community Relations** develop and sustain strong community relationships and partnerships.

Compensation and Benefits

The City of Golden Valley offers a competitive salary commensurate with qualifications and experience. The position also includes healthcare, dental short and long-term disability, and life insurance. The City has 12 paid holidays per year and competitive paid-time off. The City participates in the Minnesota Employees Retirement Association (PERA). The City also offers additional retirement options through MNDCP and VOYA. The City has facilities and programs to support officer wellness, tuition reimbursement, and paid parental leave benefits.



To Be Considered

The hiring process is designed to allow candidates to demonstrate those qualities that make them an ideal and right fit as the Chief of Police in the dynamic and exciting first ring of the Minneapolis Metropolitan Suburb Ring. Therefore, most of the vetting process will be virtual. In addition to submitting application and background materials, candidates will be asked to participate in interviews, written exercises and provide other details to assist our decision-making. Finalist exercises will likely be conducted in person in Golden Valley.

Apply for this position today at ABstrategicgroup.com. The application will consist of a cover letter and a resume, including three personal references and your salary expectation on your resume. Closing Date December 21, 2021. First Review December 22, 2021.

Contact AB Strategic Security Group CEO Jesus "Eddie" Campa for questions at (915) 243-1412 ext. 3 or ABSSG President John Campa at (915) 243-1412 ext. 4.

