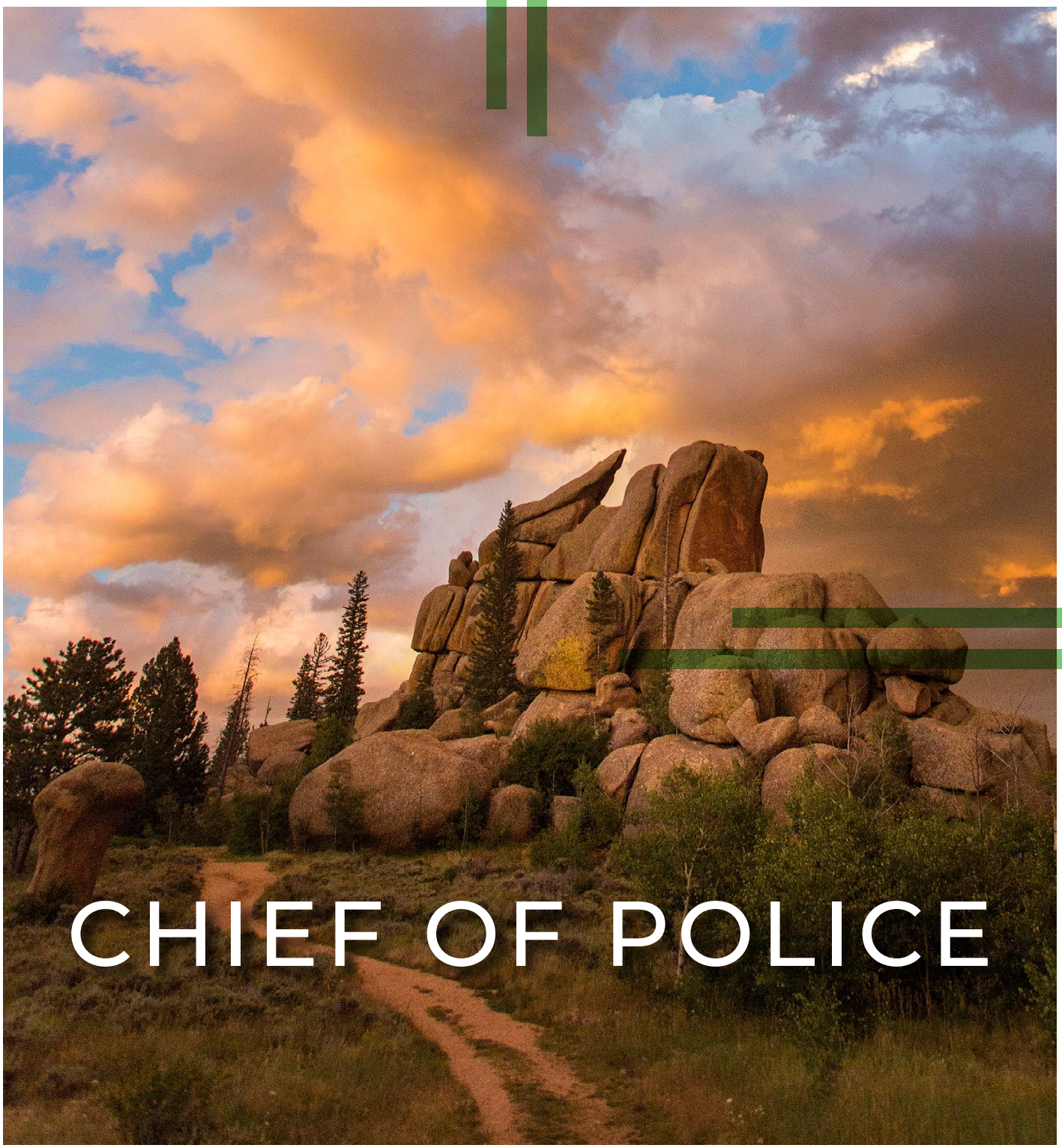
A NATIONAL SEARCH
is underway for a new Police Chief

Laramie, Wyoming



CHIEF OF POLICE

THE CITY OF **LARAMIE, WY**

THE 01. OPPORTUNITY

Laramie WYOMING

A national search is underway to attract a highly qualified candidate to lead the Laramie Police Department (LPD).

The next police chief will have an opportunity to advance strategies to reduce crime, increase transparency, and improve public safety relationships within the City of Laramie.

Laramie seeks an individual with strong leadership and communication skills with a collaborative approach to solving problems. The most qualified candidate will not only be a decisive leader but will also be well-prepared to address an array of critical issues, including department staffing, internal communications, and building on the current community engagement efforts.

The police chief position is a non-civil service department head in accordance with applicable sections of Wyoming State law. The current chief is retiring after more than four decades of dedicated service to the community and department.

02. CITY GOVERNMENT

The City of Laramie operates under a council-city manager form of government.

Residents elect the City Council, which appoints the City Manager, City Attorney, Municipal Court Judge, and board and commission members. The nine-member governing body is elected from three wards and serves four-year terms. City Manager Janine Jordan has served as the city manager of Laramie since 2008.

Major development projects currently underway or recently completed include, the University of Wyoming Campus Expansion, Municipal Water System Expansion North Side, 3rd Street Renovation (HWY 30/US287), Bill Nye Street construction, I-80 Curtis Street Interchange Replacement, Police Department improvements, new Municipal Operations Center, Fire Training Facility, and pending City Hall remodel.

The city of Laramie's FY2022 budget of $38.8 million supports 276 employees who work in one of the city's ten departments. Like most department heads, the police chief is appointed by and reports to the city manager.

03. THE COMMUNITY

Laramie, Wyoming is a diverse area filled with scenic natural spaces and outdoor adventures, Western history, and the bustling cultural offerings of a spirited offbeat college town.

Perched on the southeastern corner of the high Laramie Plains at 7,200 feet, Laramie is the county seat of Albany County. Laramie's population includes 33,000 residents in 18.38 square miles, with access to Interstate Highway 80 and U.S. 287. It is located about 45 miles from the state capital, Cheyenne, 65 miles from Fort Collins, Colorado, and 130 miles from Denver, Colorado.

Outdoor enthusiasts can explore Laramie's picturesque surroundings of Medicine Bow-Routt National Forest and the Snowy Range Mountains. From climbing gravity-defying rock formations in Vedauwoo Recreation Area to downhill skiing at Snowy Range Ski Area, Laramie offers year-round outdoor adventure. History buffs can step into the past at the Wyoming Territorial Prison State Historic Site, where the infamous outlaw, Butch Cassidy, was once held. Go back further in time at the University of Wyoming's Geological Museum, Wyoming's very own "Jurassic Park." for their creative and thoughtful approach to development and commitment to economic vitality. Downtown Laramie offers farmers' markets, an annual brew fest and features brilliant full-wall murals created by local artists.

Home to the University of Wyoming (UW), Laramie is a prosperous and progressive town with a stable economic base. This college town welcomes some 14,000 students from all 50 states and 90 countries, complementing the city's diverse and welcoming culture. The UW is the city's largest employer, followed by Albany County School District #1, Ivinson Memorial Hospital, Trihydro Corporation, and then the City of Laramie.

Laramie has received many awards throughout the years. The city was #22 on Livability's 2019 100 'Best Places to Live' list. College Values ranked Laramie #1 of the 50 Best Small College Towns in America list in 2015 and WalletHub rated Laramie #6 in its Best College Cities and Towns in America list in 2014. Whether you spend the day shopping in the historic downtown district, visiting one of many renowned museums, or grabbing a taste of local culture and recreation, Laramie has something for everyone.

CITY OF LARAMIE:

Mission

Building Our Community through **Respect, Integrity, Teamwork** and **Stewardship**

Vision

Community Excellence in the **Gem City** of **the Plains**

04. THE POLICE DEPARTMENT

The Laramie Police Department is a full-service community-oriented police department.

The police department has 75 employees, 47 of whom are sworn officers. The police department annual budget is $8.2 million. Police personnel serve in a variety of roles within Command and the different divisions: Patrol, Investigations, Police & Community Services and the Records and Communications (LARC).

- The Chief of Police sets the direction of the department, addresses community and department concerns and ensures the department has the necessary resources to provide exemplary service to the community
- The Command Staff members are responsible and accountable for day-to-day operations and policy. They also make final recommendations to the Chief of Police on personnel matters.
- The Patrol Division is the largest division and manages approximately 28,000 calls per year
- The Police and Community Services Division manages department training and crime prevention initiative and oversees Laramie's animal control operations
- The Investigations Division is responsible for in-depth investigations of major crimes and follow-up investigations on other crimes
- The Laramie / Albany County Records and Communications (LARC) Center is the division of the Laramie Police Department that provides emergency 9-1-1 dispatching and consolidated records services for all Albany County residents. The LARC Division primarily serves the Laramie Police Department, Albany County Sheriff's Office, and the Laramie Fire Department (both fire and emergency medical services).

The LPD takes extraordinary pride in its professionalism and continually strives to identify innovative ways to advance policing, engage the community and increase transparency.

05. THE POSITION

Reporting to the City Manager, the Chief of Police is a member of the City's Senior Management Team and collaborates with other department heads and staff and the governing body to ensure public safety and a superior quality of life for Laramie residents and visitors.

The Chief represents the department in both the community and through the region and state and has good working relationships with police partners on the regional, state, and federal level. The Chief has full management responsibility and authority for all policing and community services and collaborates with subordinate staff to determine and manage the direction and policies of the department.

06. IDEAL CANDIDATE

The City of Laramie's next Police Chief will lead by example as a trusted and engaged resident of the community who is collaborating compassionately with all stakeholders to maintain public confidence in the police.

The new Chief will continue the department's history of recruiting and retaining only the most qualified and highly trained staff who are dedicated to the community and their professional oath to serve and protect every individual with dignity and respect. The successful candidate will be empathetic and able to inspire and lead the department by communicating a clear vision, being forward-thinking, transparent, inclusive, and apolitical. Top candidates will have a stellar career history and be known for their engaging and personable style. Candidates should possess expert-level knowledge of modern policing principles and the ability to evaluate new technologies and practices to develop alternative and or creative solutions to improve the efficiency, effectiveness, and quality of police services. Experience with crime prevention and a broad understanding of the principles of procedural justice is necessary. The ideal chief will have a history of collaborating with partner agencies and institutions to address community issues such as mental illness, trauma and substance abuse.

Laramie desires a Chief who will be committed to engaging with all members of the community, being attentive to resident input and experiences, and understanding how to effectively inform and educate the public about policing policies and community challenges and opportunities.

QUALIFYING **CRITERIA** 07.

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying.

A typical way to obtain the knowledge and abilities would be a bachelor's degree from an accredited college or university with major course work in criminology, criminal justice, administration of justice, or a related field and ten years of progressively responsible experience with at least two years at a command rank of lieutenant of higher is qualifying. A Master's Degree is desirable. Experience in a similar size or larger agency and executive training at the FBI National Academy, PERF's - SMIP and/or Northwestern Command and Staff are a plus.

CERTIFICATION REQUIRED – Must be a certified peace officer or can obtain certification as required by the Wyoming P.O.S.T.

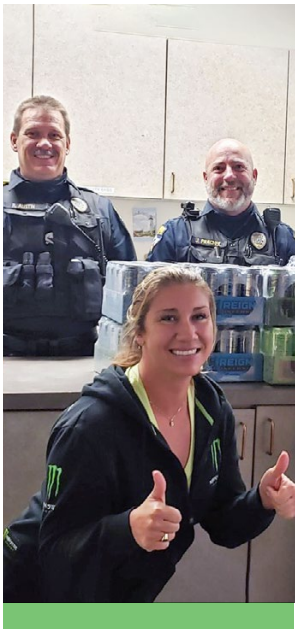
NO RESIDENCY REQUIREMENT – While there is no requirement, there is a strong preference for candidates who commit to residing in the City of Laramie.

COMPENSATION AND BENEFITS

The salary range for this position is $90,001 - $135,002 annually depending on qualifications and experience. The City of Laramie offers a comprehensive benefits package including medical, dental, and vision coverage, generous paid leave, and life insurance. The city participates in the Wyoming Retirement System Law Enforcement Pension at a total deposit rate of 17.2%, with employee contribution of 8.60% matched by the city. Employees receive eight hours paid time off for volunteer work and free community college classes on-campus or online. The city also offers an optional 457 deferred compensation plan and a Roth IRA.

***Wyoming has a low individual tax rate for property and retail sales and no personal income tax.**

08. NOMINATION AND APPLICATION PROCEDURES



APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Justin Doll or Mr. Gary Peterson for additional information that may help you evaluate this opportunity. This position is "open" until a final selection is made. For optimal consideration, candidates should apply by Monday, August 22, 2022, by emailing a compelling cover letter, comprehensive resume, and list of references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the selection process in early September 2022. Top candidates (typically 4-6) will be invited to participate in the final selection process. An offer, contingent on the successful completion of a detailed background investigation, will follow. Ideally, the new Chief of Police will join the City of Laramie in September 2022 or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcome and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.
916.789.9990 (office)
www.publicsectorsearch.com

Mr. Justin Doll (Chief of Police, Ret.), Search Consultant
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Mobile: (907) 748-5746 | Office: (916) 789-9990

Or

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