



# POLICE CHIEF

## \$141,800 - \$226,800

*Plus Excellent Benefits*

Apply by  
**September 4, 2022**  
*(open until filled)*

**PROTHMAN**



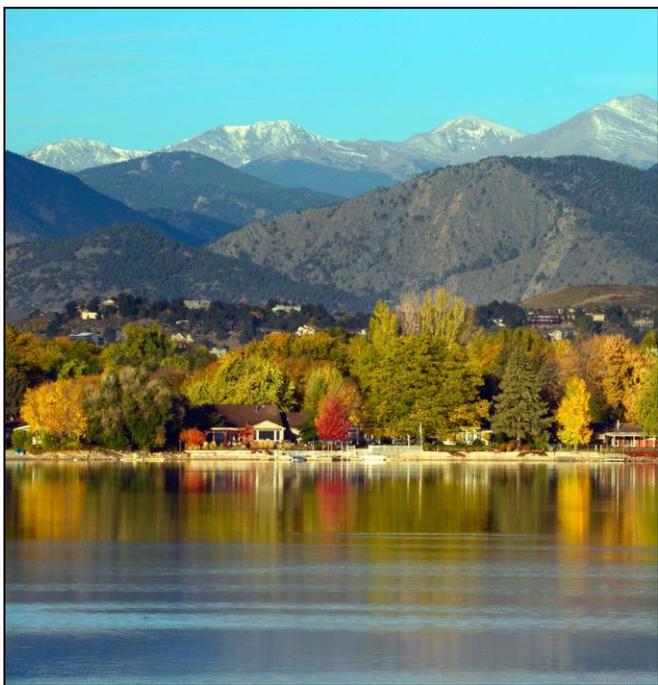
## WHY APPLY?



Loveland is an exceptional community with many positive attributes, where citizen participation is abundant, positive, and forward-thinking. Residents are proud of their community and are deeply invested in its success. The region offers excellent local schools including Colorado State University close by in Fort Collins, a vibrant downtown with great dining opportunities, outstanding medical services, and proximity to numerous recreational outdoor activities.

The City of Loveland is a city committed to diversity, inclusion, and listening to diverse viewpoints to enhance the city and community. The incoming Police Chief will have an opportunity to work alongside a welcoming, knowledgeable, communicative, and a strong and supportive city leadership team. The City has a financially sound economic base, exceptional infrastructure, and a modern police facility.

This is a wonderful opportunity for a dynamic individual with a strong work ethic who has extensive experience as a Chief or top-level police executive of a medium to large law enforcement agency to lead the department and the community now and into the future and make a real and lasting difference.



## LOVELAND, COLORADO

Nestled in a lush valley at the entrance to the Big Thompson Canyon, Loveland, Colorado (Pop. 81,127) is known as the “gateway to the Rockies” and is conveniently located just 35 minutes east of the Rocky Mountain National Park, just 45 minutes north of Denver and world class ski resorts, and 45 minutes south of Wyoming. One of two incorporated cities within Larimer County, Loveland and its’ surrounding communities enjoy over 300 days of sunshine with warm summers and snowy winters, making the area an outdoor paradise with an abundance of both indoor and outdoor activities. Residents and visitors are surrounded with over 5,000 acres of open space and natural areas, available for scenic views, camping, mountain biking, hiking, horseback riding, motorized off roading, and winter snowmobiling. The area has a multitude of scenic lakes, rivers, and streams available for swimming, water skiing and boarding, rafting, boating, and fishing. Loveland boasts 35 parks with picnic tables and BBQ pavilions, 27 playgrounds, and numerous sporting fields from soccer fields and basketball courts to skate parks.

Loveland has been a mecca for artists and the city’s affection for art is scattered around the community. With more than 200 sculptures, three annual art shows, two foundries, and two sculpture parks, it is clear that art is appreciated around every corner. Anyone can enjoy the arts through visiting local art shows, museums, galleries, and the theater, or visiting the Benson Sculpture Garden where over 154 eclectic sculptures can be found.

Loveland hosts several signature events annually that bring our community together, such as Sculpture in the Park, the largest outdoor sculpture show in the U.S., The Corn Roast Festival, Winter Wonderlights and the Sweetheart Festival, which pays homage to Loveland’s nickname, “The Sweetheart City” due to its’ world-famous 73-year Valentine Remailing Program. As well, the Ranch Event Complex has become an entertainment hub to the northern Colorado area for a variety of indoor and outdoor local and international traveling events. The outdoor area is used for car shows, festivals, and concerts, while the Budweiser Events Center at the Ranch is an indoor, 7,200 seat venue that can host anything from rodeos, to concerts, to any sporting event such as basketball, and hockey; home to the Colorado Eagles of the American Hockey League.

Thompson School District (TSD) serves approximately 15,000 students from the area; Pre-K through 12<sup>th</sup> grade with 13 school-based preschool programs, a dedicated preschool building, one K-8 building, 18 elementary schools, five middle, five high schools, two charter schools, and one career campus. Loveland is conveniently located in a triangle of continuing education opportunities at three nearby universities: University of Colorado, University of Northern Colorado, and Colorado State University.



## THE CITY

The City of Loveland operates as a home rule city according to a city charter and ordinances, under a council-manager form of government. The Council has a total of nine members. Each of four city wards elects two councilors to serve staggered four-year terms. The mayor is elected at large to serve a two-year term. The mayor pro-tem is chosen by the Council from its membership.

The City's 2022 Budget authorizes a total of 820.66 regular, benefitted Full-time Equivalent Positions (FTEs) within the Total City Budget. In addition to this, there are 123.40 FTEs that the City contributes funding toward for Other Entities (Loveland Fire Rescue Authority (114.40 FTEs), Loveland/Larimer Building Authority (1.0 FTEs), and the Northern Regional Colorado Airport (8.00 FTEs). In addition, a varying number of non-benefitted positions are employed on a temporary and seasonal basis as needed. The total city budget expenditures for 2022 is \$388,393,692.

Departments of City include Finance, Human Resources, Economic Development, Parks and Recreation, Library, Cultural Services, Development Services, Water and Power, Public Works, Airport, City Attorney's Office, Municipal Court, City Clerk, Office of Communication and Engagement, and the Community Partnership Office.

## THE POLICE DEPARTMENT

The City of Loveland Police Department is a CALEA accredited police department comprised of four division which include Administration, Operations, Special Operations, and a Support Services Division. The Department operates on a 2022 budget of \$27,658,905 with 171.1 FTEs, of which 115 are Sworn. The current staff includes three chiefs, one deputy chief and two assistant chiefs.

The Administration Division directs the overall operations of the Police Department through the Office of the Chief of Police, Deputy Chief, and Assistant Chiefs. This division also includes the Professional Standards Unit (PSU).

The Operations Division primarily houses the uniform patrol officers and addresses response to calls for service from citizens, as well as officer-initiated proactive enforcement activities. Operations personnel provide visible patrols on foot, bicycle, and patrol vehicles throughout the City. The Operations Division also oversees SWAT, Traffic, the Bomb Squad, K-9, and the Field Training Officer (FTO) program.

The Special Operations division reports to the Deputy Chief of Police and is responsible for Recruiting, Training, and the Firearms Unit. Special Operations also conducts staff inspections and completes special projects.

The Support Services Division houses personnel including Criminal Investigations, Special Investigations Unit, Forensic Services (Property and Evidence), Communications, and Records. Additional Services provided by the department include Community Education/Safety which includes the Citizen Academy and Youth Cadets Program; a School Resource Unit/Program, and a Victims Assistance Program.

The Department answered 44,402 911 calls in 2021, averaging 3,700 per month. The Loveland Emergency Communications Center (LECC) is the Public Safety Answering Point (PSAP) for 911, covering over 260 square miles of southern Larimer County. LECC Communications Specialists answer both emergency calls and non-emergency calls. The Center is dispatching for Loveland Police Department, Loveland Fire and Rescue, Loveland Rural Fire, Big Thompson Canyon Fire, Thompson Valley EMS and the Berthoud Fire Protection District.

Currently, LECC employs one Manager, three Supervisors, one Lead Communications Specialist, and 19 Communication Specialists. The Communications Center utilizes the Tri-Tech computer aided dispatch system (CAD). In 2007 the Loveland Emergency Communications Center became one of 82 dispatch centers in the world to become accredited in Emergency Medical Dispatching (EMD). An average of 110 calls are listened to and evaluated each month to ensure that our EMD's maintain high standards.

## THE POSITION

Under the direction of the City Manager, the Police Chief leads, builds, and maintains trust with the organization and community, while directing and leading all Police Department operations and activities in order to maximize effective and efficient service delivery to the community of Loveland. It is the duty of the Police Chief to plan, organize, coordinate, and supervise the operations and administrative personnel within the Loveland Police Department, and consistently communicate to the region, community, and staff to keep them apprised of developments and expectations relating to all elements of Departmental functions. Other responsibilities include the coordination and collaboration with internal and external stakeholders to lead and support police partnerships throughout the organization, region and community including under-served, vulnerable populations. This position will establish strategic and annual internal and external goals for all police work units by soliciting input from various internal and external sources directed toward determining overall needs of community and Department.

The Police Chief must have exceptional leadership and communication skills with an emphasis on community relations and internal team building. The selected Police Chief must have knowledge of police department operations and management, as well as public administration, the ability to speak and write effectively to complete required reports, projects, and forms, including council and community presentations, and have knowledge of Colorado Law specific to use of force and SB20-217.

For a full job description and to view all of the essential functions and responsibilities of this position, please view the attachment found [here](#).

## OPPORTUNITIES & CHALLENGES

**National Controversies and an Independent Organizational Assessment:** In June of 2020, the arrest of a senior citizen who was suffering from dementia, garnered national attention regarding inappropriate use of force. The incident and subsequent public outcry resulted in the city hiring the firm of Jenson Hughes to conduct an independent organizational assessment of the Loveland Police Department. While this assessment suggested that the department has many areas where it functions well, there are areas that require serious attention. The incoming Police Chief must have a full understanding of the current issues surrounding the Department, as well as the numerous recommendations outlined in the Jenson Hughes report, which can be found [here](#). The report reflected that residents feel that trust and confidence can be restored and improved if the Department addressed the concerns and observations noted.

**Senate Bill 20:217:** It is imperative that the incoming Police Chief is knowledgeable of and understands SB20:217; the Colorado "Enhancing Law Enforcement Integrity" Bill that was adopted by the Colorado General Assembly in June of 2020. This bill provides sweeping changes in law enforcement, including the enforced use of body-worn cameras, limits on qualified immunity, use of force issues, and reporting of officer misconduct.

**Funding and Expanding Policing Services:** There is strong support within Loveland to fully fund the Police Department to expand police presence and services in the downtown core and surrounding neighborhoods, expand mental health services and training to respond and engage with people in crisis in an effective and safe manner, implement additional training in de-escalation techniques to promote a community policing approach. This may require the Department to find new and creative partnerships to provide support for police and social needs. Residents have also recommended creating opportunities for BIPOC members to meet and engage with Department members in a non-enforcement manner to discuss how to improve police encounters. Suggestions include creating programs to engage with the community through community events and working with youth organizations and underserved and diverse communities on a personal level to establish a positive image of the Department among all residents of Loveland.

**Data-Driven Policing:** The Department has focused on the Data-Driven Approaches to Crime and Traffic Safety Program (DDACTS) which has not fully captured community policing efforts and has impacted the officers' ability to engage in other proactive activities, such as engaging with the community in a positive manner and working with citizens on solving recurring issues and building positive relationships. An innovative modification of this model that addresses these concerns will be needed.

**Communication and Transparency:** Improving communication both internally and with external professional and community partners will be a priority for the incoming Chief. Citizens are actively looking towards the department to implement plans to improve transparency of operations and timely communication through a variety of mediums to ensure citizens of all ages and backgrounds are informed of how the Department is operating and improving. In addition, the next Chief will need to reach out to other allied agencies to further enhance professional relationships.

## THE IDEAL CANDIDATE

### Education, Experience, and Residency:

A bachelor's degree from an accredited college or university in criminal justice, law enforcement, public administration, or a related discipline, and ten (10) years of progressively responsible experience in law enforcement positions including three (3) years of successful experience as Chief and/or top-level management tier positions in law enforcement required (five years preferred), and a high-level of community interaction is required. Candidates must be state certified or eligible to become state certified by the Colorado POST board upon appointment, and have possession of, or the ability to obtain, a valid Colorado driver's license. A graduate degree, advanced training such as FBI National Academy, Southern Police Institute or equivalent training programs, and municipal law enforcement experience is preferred.

All Department personnel issued a take-home police vehicle, such as the Police Chief, are required to live within a 22-mile radius from I-25 and E. Eisenhower Blvd. Newly hired employees have up to 12 months from date of hire to establish residency within the 22-mile radius.

To view the 22-mile radius, please click [here](#).

### Necessary Knowledge, Skills, and Abilities:

- Strong decisive leadership and effective communication skills.
- Extensive experience as a Chief or top-level management tier of a municipal police agency.
- A collaborative style of management.
- Strong people skills, a humanitarian, and a willingness to get out in the community, maintaining a strong visible presence.
- A commitment to a full work week and a focus on Loveland policing local issues.
- Excellent political acumen, with the ability to remain apolitical.
- Well-rounded in both operational and administrative aspects of policing.
- The ability to listen and accept alternative ideas and points of view.
- The ability to hold members of the department accountable at all levels, including self-accountability.
- Strong unification skills.
- Strong strategic planning experience.
- Understanding the importance of transparency.
- Proven ability to embrace diversity reflective of the community.
- Policing ideas that address the needs of the underrepresented and disadvantaged in the community.
- A commitment to the professional development of department employees, and to mental health/social work/police partnerships.
- An openness to alternative approaches to traditional enforcement within the local schools.
- Understanding of restorative justice principles.
- Experience with a Public Safety Answering Point (PSAP/Dispatch Center).
- An understanding of hiring and retention best practices.
- Strong understanding of Colorado rules governing use-of-force.
- Technical skills and abilities to operate MS Office Suite and police technology system and equipment.



## COMPENSATION & BENEFITS

- **\$141,800 - \$226,800 DOQ**
- Medical, Dental, Vision, Hearing, and Prescription Insurance.
- Basic and Supplemental Life Insurance.
- Voluntary Accident & Critical Illness insurance.
- Voluntary Accident Coverage.
- Wellness Center dedicated for Employees and Dependents with no out of pocket cost.
- Employee Health, Wellness & Financial Program.
- Flexible Spending Accounts.
- FMLA.
- Short- and Long-Term Disability Insurance.
- Medical Leave.
- 15 Days of Vacation accrued annually and increases with length of service.
- 9 Paid Holidays, plus 3 Floating Holidays.
- Jury Duty Leave.
- Bereavement Leave.
- Military Leave.
- Volunteer Time.
- Employee Assistance Program.
- 401(a) Money Purchase Plan.
- 457 Deferred Compensation/Roth.
- 529 College Savings Program.
- Relocation Expense Reimbursement/Sign-on Bonus up to \$20,000.

For more information on the City of Loveland and the Loveland Police Department, please visit:

[www.lovgov.org](http://www.lovgov.org)

[www.lovgov.org/services/police](http://www.lovgov.org/services/police)



For detailed benefits information please see the City of Loveland's [2022 Benefits Guide](#).

The City of Loveland is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 4, 2022** (first review, open until filled). Applications, supplemental questions, resumes, and cover letters will only be accepted electronically, and can be uploaded once logged in. **To apply:** go to [www.prothman.com](http://www.prothman.com), click on "Open Recruitments" select "City of Loveland, CO – Police Chief" and click "Apply Online" or click [here](#).

**PROTHMAN**

[www.prothman.com](http://www.prothman.com)

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