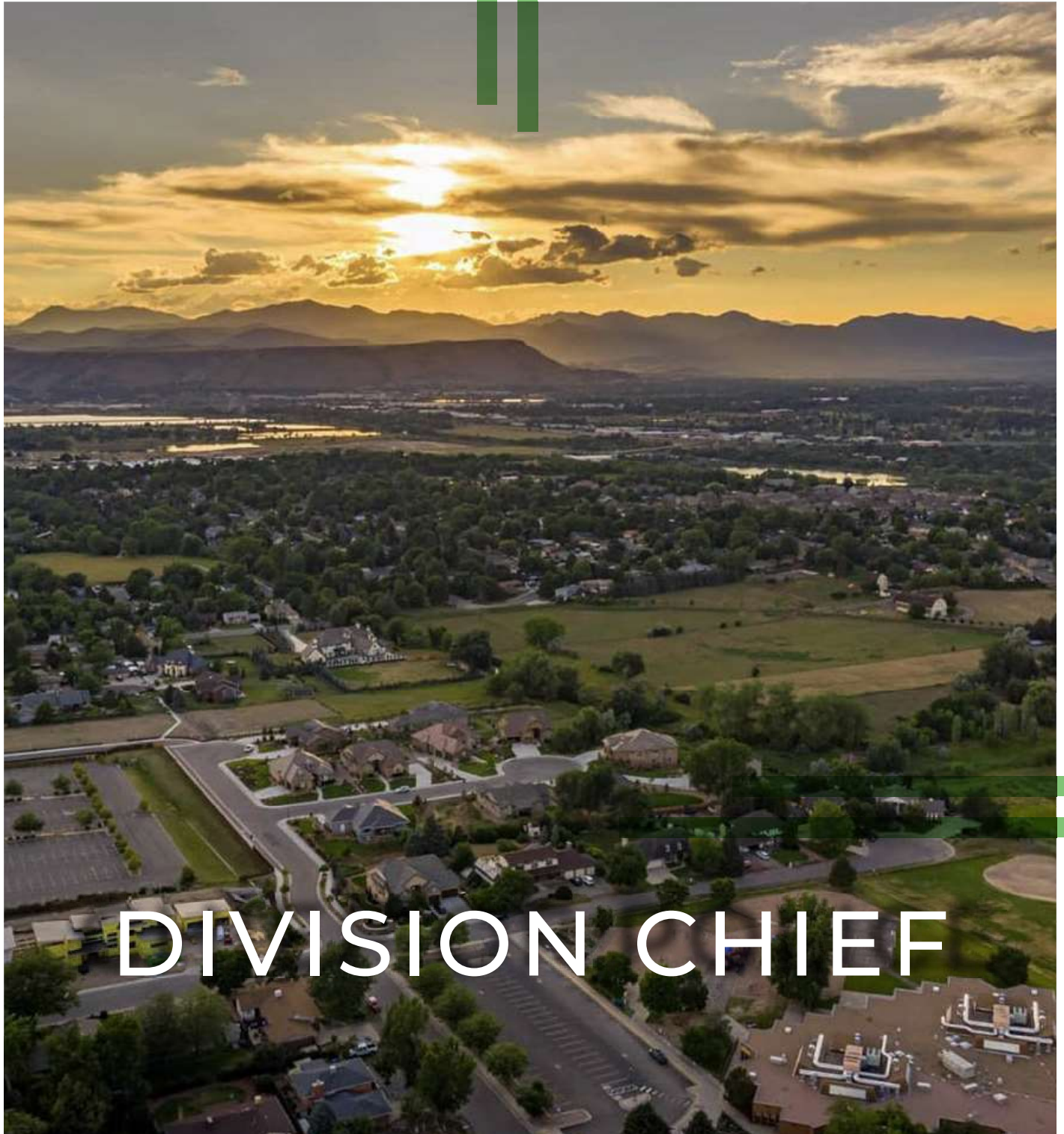


## **A NATIONAL SEARCH**

is underway for a new Division Chief

## **Wheat Ridge, Colorado**



# **DIVISION CHIEF**



# WHEAT RIDGE, CO

## THE 01 OPPORTUNITY



**A national search is underway to attract a highly qualified individual to become the next Division Chief for the City of Wheat Ridge, Colorado.**

This is a rare opportunity for a strong and experienced leader to work in a progressive law enforcement agency in the Denver Metropolitan Area.

Wheat Ridge seeks a Division Chief who is an excellent communicator and has a track record of being a collaborator who promotes a culture of accountability. The next Division Chief will be committed to advancing a variety of public safety ideals including community policing, employee development and wellness, and have an appreciation for customer service. Wheat Ridge's next Division Chief will have the opportunity to work in a police department that has strong support from the City Manager's Team, City Council and the Community.

# 02 CITY GOVERNMENT

**Wheat Ridge is a home-rule city that operates under a Council-Manager form of government.**

The City Council is comprised of eight members and an elected Mayor. The City Council serves as the governing body, while the City Manager is responsible for the city's \$35.6 million budget, supervising the delivery of public services and

implementing public policy approved by the City Council. Wheat Ridge is a limited-service city with other agencies providing emergency dispatch/9-1-1 services, fire, water, utilities, sanitation, and trash services.







## 03. THE COMMUNITY

**The City of Wheat Ridge has a population of approximately 32,000 within its 9.5 square mile boundaries.**

Wheat Ridge borders the western edge of Denver and embodies the deep roots of a city with a rich history and a strong sense of community. The City is home to 24 beautiful parks, 274 acres of protected open space, four lakes, and more than seven miles of trails along Clear Creek, with opportunities for walking, biking, horseback riding, and nature viewing. The Parks and Recreation Department operates a remarkable 70,000-square-foot recreation center with an abundance of programming for all ages. The City's ideal climate brings more than 300 blue-sky days per year – more than San Diego and Miami Beach.

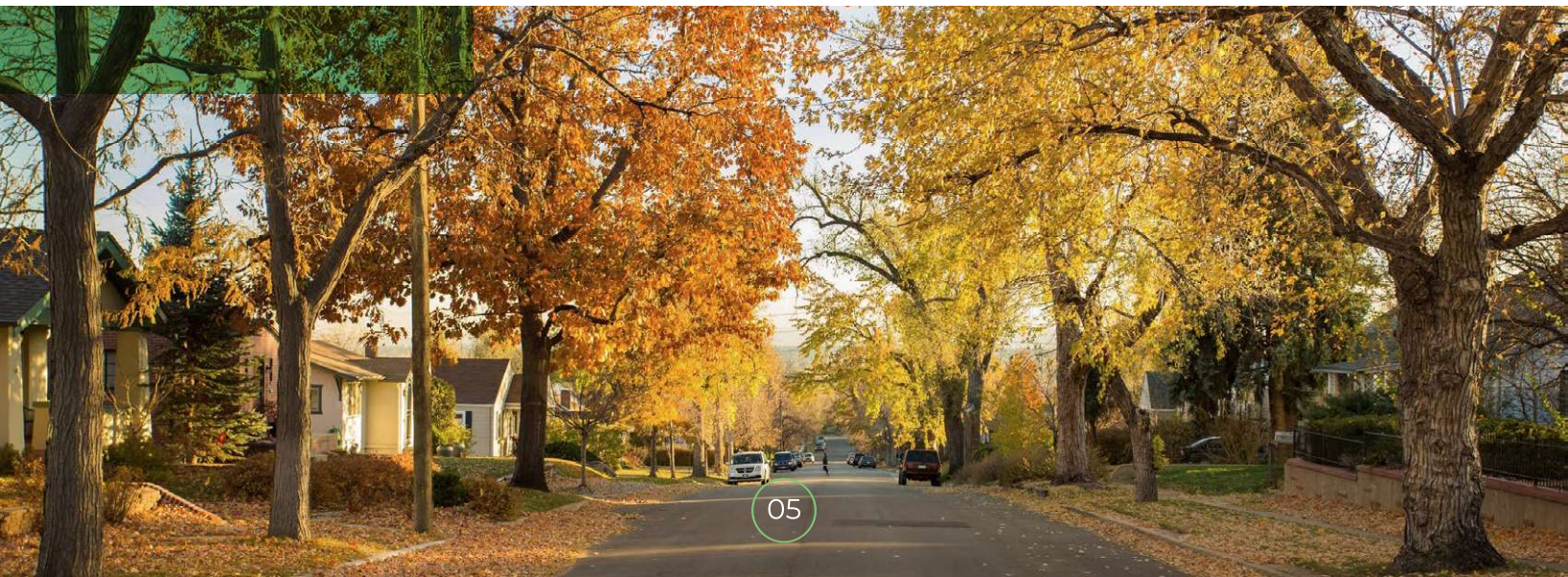
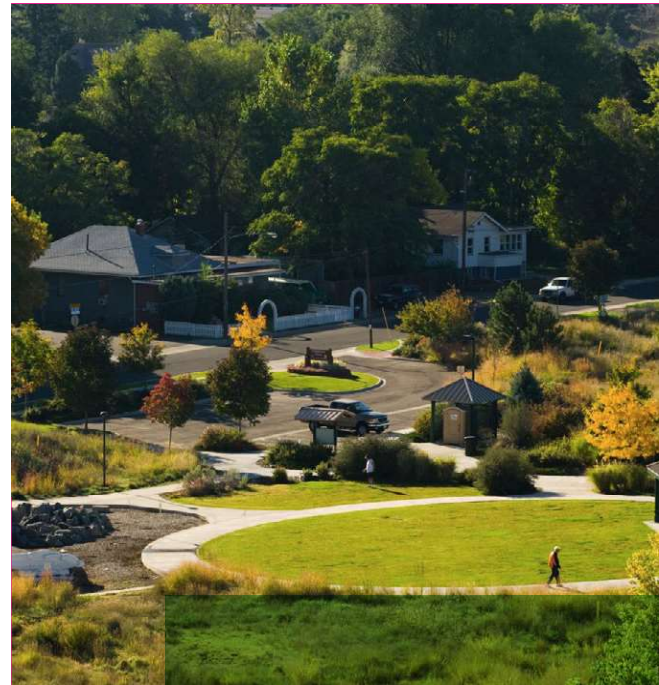
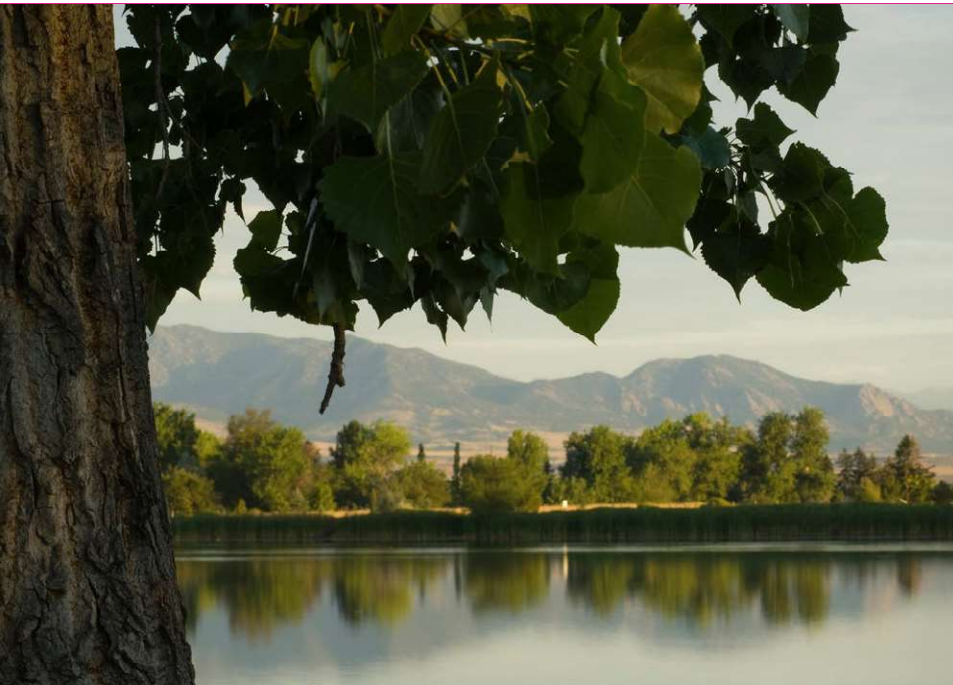


Wheat Ridge's central location provides short commutes to major interstates, the majestic Rocky Mountains, and the amenities of metropolitan Denver. With easy access from Interstate 70, skiing, hiking, and a wide range of internationally acclaimed mountain sports are less than an hour away. The commuter rail station in Wheat Ridge provides residents with greater access to the metropolitan area as well as Denver's International Airport.

Wheat Ridge offers a mix of retail/commercial businesses and unique residential neighborhoods. There are several large-scale redevelopment

opportunities, as well as ongoing development in multiple commercial areas within the city. The community is also home to a large regional hospital complex, SCL Health Lutheran.

The Wheat Ridge community is proud of the high-performing Jefferson County Public Schools, which provide a quality education that prepares all children for a successful future. For those seeking higher education, residents and businesses have easy access to world-class research institutions, including the University of Colorado and Colorado School of Mines and nearby Red Rocks Community College.





# THE POLICE DEPARTMENT 04.

**The department is led by Chief Christopher Murtha, who came to Wheat Ridge three years ago from Prince George's County, Maryland.**

This opening arises because the previous division chief recently became the police chief for another city in the Denver Metropolitan Area. The Wheat Ridge Police Department (WRPD) is a state and nationally-accredited agency dedicated to providing professional police services to the community. Under Chief Murtha's leadership, WRPD's policing model focuses on relationship-based policing, which seeks to strengthen connections between the Wheat Ridge Police Department, the City government, and the community through interactions and dialogue that build mutual respect and trust. This model calls for the department and all stakeholders to have a shared responsibility for developing strategies to decrease crime and increase the quality of life for everyone who lives, works, plays, and travels within Wheat Ridge.





With a \$13.2 million operating budget, the department's budgeted strength is 87 sworn officers and 24 civilian personnel who serve under the leadership of the Chief of Police. WRPD has two divisions, Patrol and Support Services, each led by a Division Chief. In the department's current configuration, both Emergency Management, Professional Standards and the Press Information Officer report directly to the Chief of Police, while Division Chiefs lead the department's two divisions, Patrol Operations and Support Services.

The Patrol Operations Division is supported by two Commanders. In addition to providing 24-hour patrol services, the Patrol Operations Division operates four special units: Crime Prevention (includes school resource officers), SWAT (member agency of West Metro SWAT), Crash and Traffic (collision investigation and traffic enforcement), and the Community Services Team (code enforcement, nuisance violations, animal control, and park regulations).

The Support Services Division is also managed by a Division Chief and supported by a Commander. This division includes the Investigations Bureau (persons and property crimes, drug task force, vice/intelligence, and auto theft task force), the Records Team, Crime Analysis Unit, Property and Evidence Unit, and Training and Accreditation.

The police department's organizational chart can be viewed [here](#).

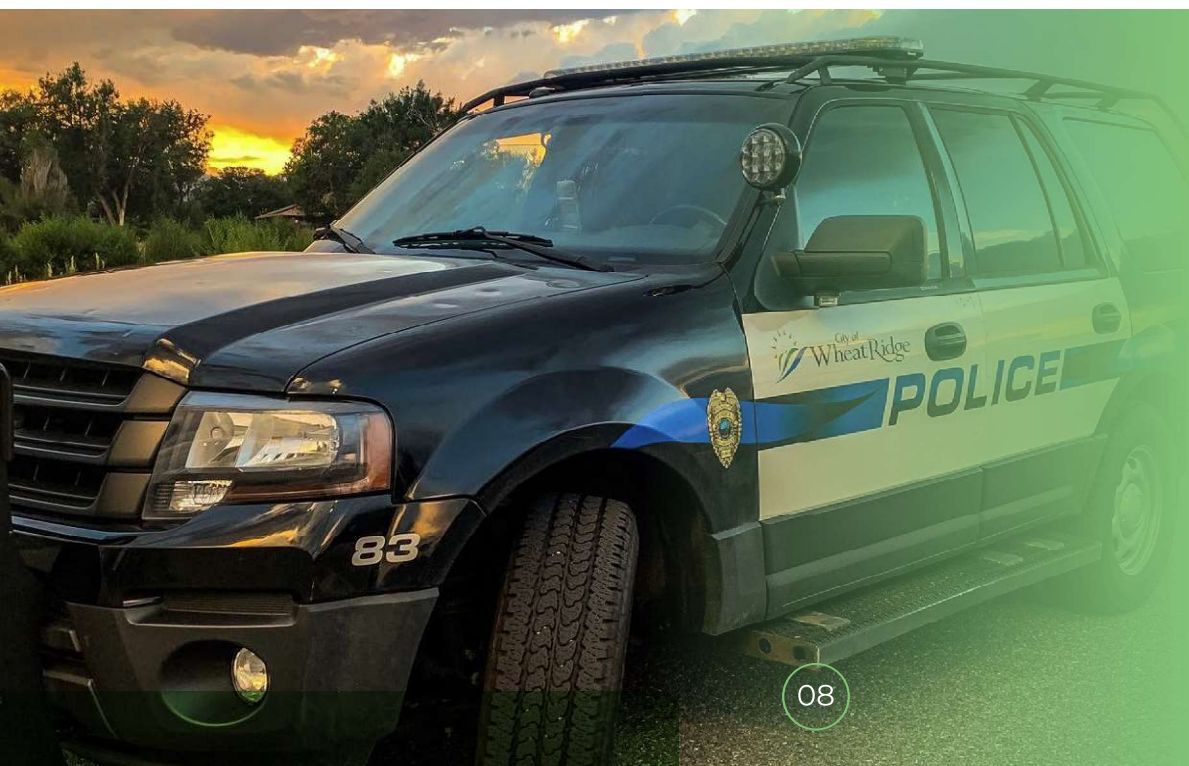


# 05 IDEAL CANDIDATE

## The next Division Chief will be a servant leader with impeccable integrity.

He or she will be an effective communicator who is genuine, personable, welcoming, and humble in all facets of his or her interactions with department members, city staff, and the community. The ideal candidate will also:

- Be visible, accessible, and engaged in the department and community
- Recognize the complexities of policing a small community surrounded by a large metropolitan area, including the necessity of strong partnerships and collaboration with allied agencies, the community and other stakeholders
- Be a strategic thinker who is also open-minded and welcomes and supports innovation and modern police practices
- Be a strong communicator and build trusting relationships within the organization
- Push operational decision making to the lowest possible level
- Be politically astute, but apolitical
- Be a capable decision maker and administrator who can provide meaningful feedback at all levels of the department
- Promote a welcoming and inclusive workplace that embraces the City's values while fairly, equitably, and consistently holding employees accountable for their competency, performance, and conduct



### Mission

The Wheat Ridge Police Department is committed to providing the highest standards of service in partnership with the community.

### Vision

Exceptional people providing exceptional service.

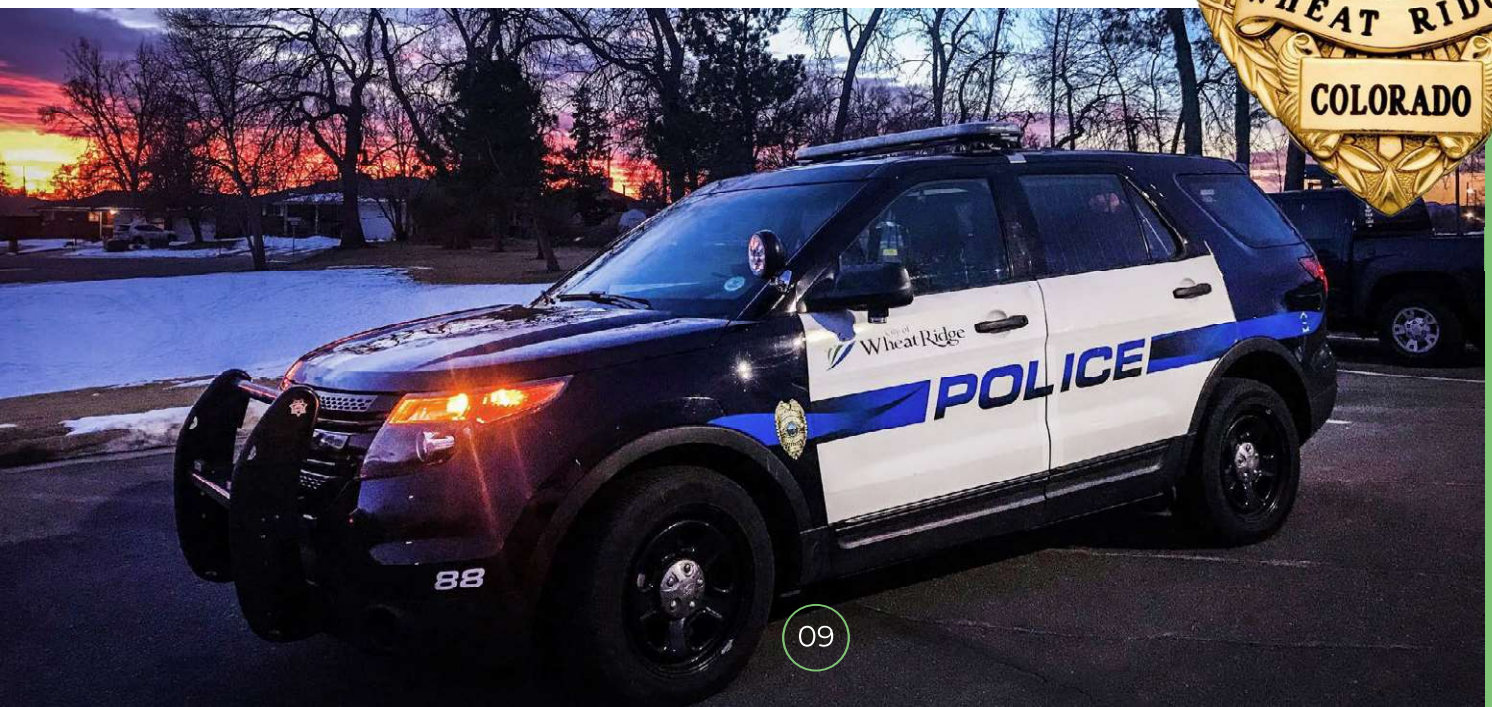
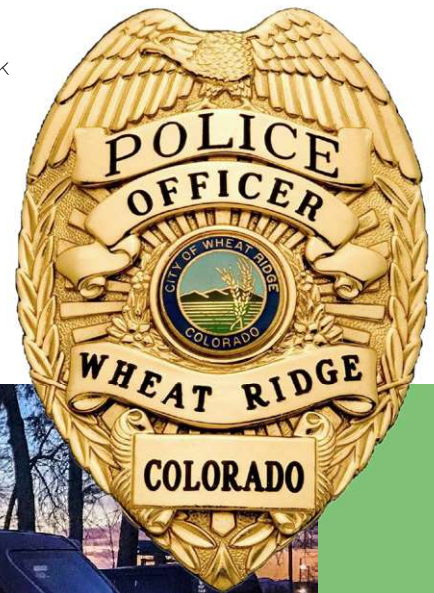


# 06. KEY CHALLENGES AND OPPORTUNITIES

In addition to opening new doors for communication and transparency, the next Division Chief has the opportunity to help the Chief of Police transform the culture of the WRPD and provide effective guidance and leadership to support managers and supervisors.

Key challenges and opportunities facing the new Division Chief include:

- **Promote a welcoming, inviting and rewarding workplace** – aspire to make the WRPD a “destination” employer in the Denver Metropolitan Area that is rooted in creating opportunities for employees to learn and grow while doing meaningful work in the community.
- **Help develop a department for the future** – WRPD has a significant number of new officers with less than three years of service. The next Division Chief will ensure they are properly trained, utilized and deployed to meet the community's needs; explore new opportunities to promote efficiency by reducing bureaucracy and streamlining the workload; and ensure the workplace is safe and secure.
- **Organizational culture** – Help advance a positive culture where two-way and lateral communication is open, welcome, transparent; and supports operational decisions. Work to build leaders at all levels of the department and become known as a “resource” who is innovative and helpful.
- **Promote the City's mission and vision** – reinforce WRPD's relationship with other city departments and promote a collaborative relationship.





# 07. QUALIFICATIONS

**Education** – Graduation from an accredited college or university with a Bachelor's degree in criminal justice, public administration, or a closely related field required; Master's Degree or an equivalent combination of advanced police executive education and experience is preferred.

**Experience** – Minimum of five (5) years of experience as a manager or administrator, at the rank of police sergeant, or higher.

**Certification Required** – Position requires certification, or the ability to obtain certification, as a police officer as required by Colorado POST: [www.colorado.gov/pacific/post/provisional-certification](http://www.colorado.gov/pacific/post/provisional-certification)



## COMPENSATION AND BENEFITS

The salary range for this at-will position is \$140,800 - \$218,130 annually, placement within the range will depend on qualifications, salary history and accomplishments. Compensation will be augmented by an excellent benefits package, including a city-supplemented defined contribution retirement plan, a variety of health care options, and other generous fringe benefits. Details are available in the employee Benefits Guide. The new Division Chief may be eligible for additional benefits including relocation assistance, cell phone stipend, and use of a city vehicle.



# NOMINATION AND APPLICATION PROCEDURES

# 08.



## APPLY TODAY!

This recruitment will be confidential through the initial stages of the search and selection process. This position will be considered “open” until a final selection is made. The first review of applications will occur on October 7, 2024.

Candidates are strongly encouraged to apply early for optimal consideration. Apply by emailing a compelling cover letter, comprehensive resume and list of references to [qbotello@ci.wheatridge.co.us](mailto:qbotello@ci.wheatridge.co.us)

Only the most highly qualified candidates will be invited to participate in the selection process, which is tentatively scheduled to take place in late October 2024. Any offer will be contingent on the successful completion of a detailed law enforcement background investigation and other City hiring requirements. Ideally, the new Division Chief will join the City of Wheat Ridge upon a mutually agreed date.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

**City of Wheat Ridge- HR Department**

Office: 303-235-2812

[www.ci.wheatridge.co.us](http://www.ci.wheatridge.co.us)

**Qatrina Botello, Senior Human Resources Business  
Partner- Police & Court**

303.885.0296 (mobile)

303.235.2812 (office)

[Qbotello@ci.wheatridge.co.us](mailto:Qbotello@ci.wheatridge.co.us)