

POLICE CHIEF

CITY OF GOLDEN



WHY APPLY?



This is a fantastic opportunity to lead a community-centered police agency just west of Denver at the foothills of the Rocky Mountains. The police department is a well-managed organization with a mix of young and tenured staff, including commissioned officers and non-commissioned support staff. Department members have a phenomenal can-do culture with a family atmosphere and a strong emphasis on community and equity-based policing, backed by a "One-City" philosophy throughout all city departments. The city council and citizens are highly engaged and want what is best for Golden. They are very supportive of the police department and all city services. If you are looking for a friendly, supportive community with a small-town feel and a workplace with dedicated professionals who strive to provide excellent in-person police services, this may be the right opportunity.



Welcome to **GOLDEN**

Conveniently situated 15 miles west of downtown Denver, Golden is a vibrant community of over 20,000 nestled in the foothills of the majestic Colorado Rocky Mountains. Golden is known for offering a high quality of life and an active outdoor lifestyle amid the stunning natural beauty of Jefferson County.

In Golden, residents and visitors enjoy spectacular mountain views and unparalleled access to four-season outdoor recreation. The scenic Clear Creek winds through the heart of town offering opportunities for fishing, kayaking, river rafting, and sunbathing as well as walking, running, biking on the adjacent Clear Creek Trail. Nearby North Table Mountain Park and South Table Mountain Park offer hiking, mountain biking, rock climbing, and panoramic vistas of the Colorado plains.

The city also boasts 254 acres of parkland, 25.5 miles of trails, 402 acres of open space, along with an indoor aquatics facility, 8-acre Splash outdoor waterpark, 2 skate parks, a world-class kayaking course, and a dedicated pickleball amenity. The city-owned Fossil Trace Golf Club is situated on 200 acres of land created and changed by nature and culture over millions of years since dinosaurs roamed the property.

Incorporated in 1871, the City celebrates a rich history. The Golden area has over a dozen museums and cultural attractions including the American Mountaineering Center, Foothills Art Center, The Rocky Mountain Quilt Museum, Buffalo Bill Grave and Museum, and the Colorado Railroad Museum offering vintage train rides. Golden also has a thriving arts community, evident in its numerous galleries, theaters, and cultural events held throughout the year. The famed Red Rocks Park & Amphitheatre is just up the road, making the city a hub for concertgoers.

As the longtime home of Coors Brewery—the world's largest single-site brewery—Golden is known for brewing more beer than anywhere else in the world. Golden is also home to the esteemed Colorado School of Mines, renowned for its engineering and applied science programs. The mix of Golden's college population and tourism creates a vibrant community all year long. The city is accessible by light rail from Denver and the Denver International Airport (DEN) serves the region 30 miles away.



FULL-TIME EMPLOYEES
301

2026 BUDGET
\$150 million

AREA
9 square miles

POPULATION
20,000

THE CITY OF GOLDEN

Golden is a full-service city serving a population of over 20,000 across 9 square miles with a team of 301 FTEs and a 2026 operating budget of \$112 million and an all-funds budget of \$150 million. Incorporated in 1871, the City of Golden operates under the Council-Manager form of government with a seven-member City Council. The Council is elected on a non-partisan basis for four-year staggered terms, with elections every two years. Four Council members are elected by wards, two by districts (each encompassing two wards), and the Mayor is elected at-large. The City Manager is the Chief Executive Officer of the day-to-day operations of the City and appoints the Deputy City Manager and department heads.

In July 2023, the City launched a compressed workweek pilot program within the Police Department in which all Department employees moved from a 40-hour workweek to a 32-hour workweek without a change in pay. In May 2024, the City expanded the program to all City departments and continues refining the program to maximize employee wellbeing and balance.

View job description at gmphr.com

THE POLICE CHIEF

Reporting to the City Manager, the Police Chief is responsible for leading a dynamic team while performing a variety of complex administrative, supervisory, and professional duties. The Chief coordinates and directs all departmental activities, develops and manages the biennial budget, and upholds the highest standards in policing. The position serves as the department’s liaison to the City Manager and City Council, maintains a high level of public outreach and accessibility, and fosters strong collaboration and cooperation with other law enforcement agencies.





THE POLICE DEPARTMENT

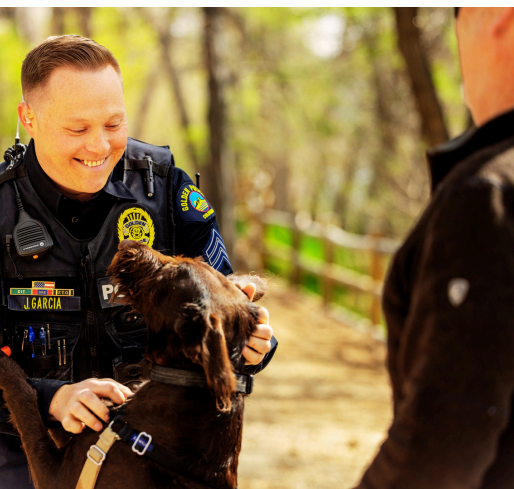
The Golden Police Department is a full-service law enforcement agency serving a resident population of over 20,000 people across roughly 9-square miles, handling over 28,000 calls for service in 2025. Golden is also a destination city that attracts high levels of visitors during peak months and special annual events.

With a 2026 budget of \$14.1 million, the department is fully supported by the community to maintain the highest standards in training, equipment, and support. The department employs 53 sworn members and 19 non-sworn civilian staff, totaling 72 FTEs in 3 divisions: Administration, Support Services, and Patrol. The command structure includes the Chief of Police, Deputy Chief, and two Division Commanders, supported by 9 sworn Sergeants and 8 sworn Corporals.

The Investigations Division is staffed with a Sergeant, 4 Case Detectives, and 2 Detectives assigned to regional task forces—one to the Colorado Auto Theft Task Force and one to the West Metro Drug Task Force. The CSI/Property Evidence Unit includes a non-sworn supervisor and 2 non-sworn CSI/Property Evidence staff. The Special Operations Unit comprises a Sergeant and 5 officers, including 2 motor officers and 3 general SOU officers. The Records Division is staffed by a non-sworn manager and 3 records personnel. The Community Services Unit, which handles code enforcement, animal control, and creek/parks patrol, consists of a non-sworn supervisor and 7 non-sworn Community Services Officers, with an additional 4 seasonal Community Service Officers during the summer. The department does not utilize volunteer staff.

Golden enjoys a small-town feel and the police department benefits from strong community support. With a mission to “keep our community safe through strong partnerships and excellence in service,” the department embraces a philosophy of equity-based policing, striving to treat all individuals with dignity and respect. Members uphold the highest standards of ethical policing and accountability to both the community and one another. The department’s vision, “to elevate public trust through accountability and equitable policing,” is a cornerstone of its philosophy, reflected daily in its core values: One Team, Compassion, Integrity, Equity, and Courage. The City and department place a high priority on employee wellness and strive to be a premier employer in the region.





THE IDEAL CANDIDATE

- Innovative with a demonstrated ability to see the big picture.
- Embraces technology, demonstrates enthusiasm and creativity, and brings forward fresh ideas.
- Will build on the agency positive work culture and relationships, leading by example.
- Treats all people with dignity and compassion and respects diverse perspectives.
- Holds self and agency employees accountable for performance and profession best practices.
- Interactive, authentic, and demonstrates humility through a people-centered management approach.
- Has strong interpersonal skills, emotional intelligence, and ability to communicate openly, professionally, and effectively—both in-person and in writing throughout the entire city.
- A tactful team player who collaborates under the 'One-City' approach with peer department heads, agency staff, elected officials, and Sheriff's Office personnel, fostering mutual respect.
- Mentors future leaders and encourages continuing education and training for all staff.

EDUCATION & EXPERIENCE

- Bachelor's degree in police science, public or business administration, or related field. (Master's degree preferred.)
- Minimum 10 years of broad and extensive experience in police work, including 3 years in a senior command officer capacity.
- Must possess or be able to obtain POST certification (or equivalent).
- Or equivalent education and experience that demonstrate the necessary knowledge, skills, and abilities.

DESIRED: Completion of a major command school such as the F.B.I. National Academy, Northwestern University School of Police Staff and Command, or Senior Management Institute for Police Executives (SMIP), or comparable school. Strong preference for Colorado policing experience and/or familiarity with recent Colorado specific law enforcement regulations.



OPPORTUNITIES & CHALLENGES

- Continue the recovery process associated with the November 2024 line of duty death.
- Support and firmly embed equity-based policing approach throughout the organization.
- Develop a long-term succession plan for supervisory and command staff roles.
- Solidify policies and procedures for the Compressed Work Week program.
- Ensure GPD is a law enforcement agency of choice.

COMPENSATION & BENEFITS

The City of Golden anticipates a hiring range of \$159,956 to \$195,947 within the full salary range of \$159,956 - \$231,937. Actual salary upon placement will be dependent on the qualifications and experience of the successful candidate. In addition to offering competitive pay, a supportive work environment, and a great location, the City of Golden provides an exceptional [benefits](#) package, including a 401(a) and 457 plan with City match, as well as a take-home vehicle for the Police Chief.

RESOURCES

[City Budget & Financial Reports](#)

[City Strategic Action Plan](#)

[Golden Compressed Workweek](#)

[YouTube: PD 4-Day Workweek Pilot Program](#)

[CNN: 4-Day Pilot Program](#)

[Golden Chamber of Commerce](#)

[Visit Golden](#)



City of Golden



TO APPLY

Apply Online: gmphr.com

First Review: **April 12, 2026**

More Info: Tim Troxel, GMP Consultants
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