City of Louisville, CO
Chief of Police

Salary Range: $185,000-$195,000

Depending on Qualifications.
Plus excellent benefits.

The City of Louisville, CO is being assisted by KRW Associates, LLC.

Submit application materials to: apply@KRW-Associates.com

Deadline: March 10, 2023 (5:00 PM Mountain)

City of Louisville

Louisville POLICE

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The City & Surrounding Area

Nationally recognized for its livability and quality of life, Louisville is a family friendly city, with something for everyone. The area is home to 1,700 acres of open space, great schools, numerous educational institutions close by, including the University of Colorado, an abundance of recreational activities, a lively arts scene, many restaurants, retail shops, museums, and most importantly, friendly neighbors.

The City of Louisville Colorado (pop. 21,226) is located on Highway 36 in Boulder County, just 22 miles north of Denver and nine miles from the City of Boulder. Incorporated in 1882, Louisville was originally a mining and agricultural community, but today its economy is driven by a wide variety of businesses and industries ranging from small independent retailers, restaurants and home-based businesses to larger firms specializing in high-tech, biomedical, aerospace engineering and manufacturing.

The City of Louisville along with the Town of Superior and unincorporated Boulder County experienced significant damage by the Marshall Fire, which occurred on December 30, 2021. This devastating fire resulted in the loss of 550 homes and businesses. The Louisville community is in the process of rebuilding and has dedicated resources to support its residents and business community through this long-term recovery. The City of Louisville (in coordination with the Town of Superior, Boulder County and other partners) is developing implementing specific action plans and educational programs to mitigate risk and build resiliency for future disasters.

Despite the challenges brought on by the fire, Louisville remains a strong and vibrant community committed to continuing its rebuilding efforts, restoring its beauty and maintaining its unique character. The next Chief of Police has an opportunity to serve with a dynamic City leadership team and play a key role in helping Louisville during this pivotal time.

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The Police Department

Led by the Police Chief, the men and women of the Louisville Police Department ably serve this suburban residential and business community of 21, 226 residents. The Chief is assisted by a Deputy Chief. The current staffing model provides 35 sworn personnel and eight non-sworn administrative staff. The current staffing is: 3 command staff; 7 sergeants; 6 corporals; 19 officers; and 8 civilian members (non-sworn staff). The Operations Division is comprised of Patrol, Training & Personnel and Code Enforcement. The Administrative Services Division is comprised of Detectives and Administration & Fleet Management (which includes Property & Evidence and Records).

The City Council's primary goal is to maintain Louisville as a safe and healthy community. The core mission of the Louisville Police Department is to work with the Louisville community to provide a safe and secure City through education, enforcement and investigative services.

To learn more, go to: [Police | City of Louisville, CO (louisvilleco.gov)]

Mission

The core mission of the Louisville Police Department is to work with the Louisville community to provide a safe and secure community through education, enforcement and investigative services.

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The Position

Under the administrative direction of the City Manager, the Chief of Police leads, directs and manages the Police Department. Specific duties and responsibilities include:

- Administrative and supervisory work to plan, organize, direct, and evaluate the operations and activities of the Department;
- Budgeting and financial management;
- Selection, promotion, discipline, and training of staff;
- Strategic planning and policy development;
- Emergency management and operations;
- Implementation of policies and practices to achieve the Department's mission, goals and objectives;
- Assist and advise the City Manager, Mayor, City Council, and City staff on law enforcement issues;
- Exercise independent judgment while following federal, state and local statues, regulations, and ordinances as well as the administrative policies and directives of the City; and
- Perform work duties with considerable independence and latitude.

Qualifications

- Bachelor's Degree from an accredited college or university. A Master's degree is preferred.
- A minimum of 10-15 years of experience and progressive advancement within a municipal police department or law enforcement agency, including five (5) years of command level experience.
- Demonstrated experience in leadership and supervisory roles.
- Attendance at the FBI National Academy, PERF SMIP, or similar leadership/ command training.
- An equivalent combination of education and experience may be considered.
- While there is no mandatory residency requirement, the successful candidate must live within a 45-minute response time of the City. The Police Chief is provided with a take-home vehicle.

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Skills & Attributes

The ideal candidate will be…

- **A progressive and forward thinker**
- **A collaborator–** One who has the ability to work effectively with personnel within the city, the Police Department the surrounding law enforcement and emergency service agencies as well as with partners and residents in the broader community.
- **Compassionate–** A leader who understands and "the art of being a good neighbor" to residents and visitors. We are here to serve.
- **Skilled in recruiting–** One who is experienced in recruiting and retaining quality officers and staff; with the primary goal of building an organization where "the best" want to work.
- **A problem solver**
- **Committed to and experienced with Community Policing**
- **Experienced in Emergency Management**
- **Committed to Diversity, Equity & Inclusion**
- **An excellent communicator**

Challenges & Opportunities

- **Staffing -** In the current law enforcement environment, agencies find themselves competing for the very best talent. Attracting and retaining quality and committed sworn and non-sworn staff is an on-going challenge.
- **Community Engagement -** The Louisville Police Department currently enjoys an extremely high-level of community engagement. It is vitally important to ensure that this remains a top-priority under new leadership.
- **Sustainability -** The Louisville community is committed to following best practices in environmental sustainability.
- **Training** - The department needs to update and prioritize training programs and professional development opportunities for all its personnel.
- **Emergency Preparedness**– This is at the forefront for the community, following the Marshall Fire.
- **Facility Upgrades**– A remodel of existing Police facilities is in process.
- **Fleet Management** – An analysis of the availability of take-home vehicles for certain positions.
- **Multi-Agency Partnerships –** Developing effective working relationships with surrounding agencies for the benefit of the larger community (e.g., participation in regional

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Comprehensive Benefit Program

- Medical, Dental & Vision
- Flexible Spending Accounts
- Wellness Program
- Recreation Center Membership
- Disability Insurance
- Life and Accidental Death & Dismemberment
- Voluntary Life, Disability & Accident Insurance
- Retirement Plans-
    - 401(a) Money Purchase Plan
    - Voluntary 457 & Roth IRA
- Learning & Development Opportunities
- Tuition Assistance
- Supplemental Legal Service
- Paid Leave Bank (PLB)
- Extended Illness Bank (EIB)
- Family Bereavement Leave
- Paid Holidays (12)
- Employees Assistance Program (EAP)
- Flexible Schedules

Our people are our priority. We offer a **Comprehensive Benefit Program** to help them stay healthy, feel secure and achieve work/life integration.

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To Apply

Application materials will be accepted electronically at:

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Attach a cover letter, resume and contact information for 6 professional references.

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Questions?

Questions should be directed to: info@krw-associates.com
Or by phone to: Managing Partner, Lorne Kramer, 719-310-8960
Associate Mark Collins, 307-460-1941
Associate Gina McGrail, 303-249-9572

The City of Louisville is an equal opportunity employer.

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