

Assistant Police Chief Golden Valley, MN



Recruitment Services Provided By AB Strategic Security Group LLC



The City of Golden Valley, Minnesota

Invites your interest in the position of Assistant Police Chief

The City

The City of Golden Valley is described as a “sweet spot” in the Minneapolis-St. Paul metro, offering a wide variety of services and programs to its residents, businesses, and visitors. With a population of just over 23,000, and located five miles west of downtown Minneapolis, the city contains numerous parks and trails as well as connections to area regional trails and amenities, providing recreation for all ages and seasons. The city owns and operates Brookview Golden Valley, which is the gold-standard of community gathering spaces, featuring an indoor playground, bar and restaurant, meeting and banquet facilities, golf course, lawn bowling, and curling (for those cold winter months).

Who We Are

City Structure Golden Valley is a Statutory Plan B city that has been a municipal corporation since 1886. The City is governed by the City Council, composed of the Mayor and four Council Members, all elected at-large and serving four-year terms. The City operates under the Council/Manager form of government, which means the City Council sets the policy and overall direction for the City and appoints a City Manager to oversee the day-to-day operations.

The City Manager directs City staff in carrying out Council decisions and providing services. The City Manager directs the activities of nine department directors: Administrative Services, Communications, Fire, Human Resources, Legal, Parks and Recreation, Physical Development, Police, and Public Works. Across all of its departments, the City employs approximately 145 full-time employees, 50 paid-on-call firefighters, and about 175 seasonal or variable-hour employees hired throughout the year.



The next Assistant Police Chief for the City of Golden Valley must be committed to building diversity, equity, and inclusion for all.



Welcome Statement

The City of Golden Valley believes in and stands for the values of social equity, inclusion, and justice.

We embrace diversity and recognize the rights of individuals to live their lives with dignity, free of discrimination, fear, violence, and hate.

We welcome individuals to Golden Valley regardless of race, color, creed, religion, national origin, immigration status, gender, gender identity, marital status, age, disability, economic status, sexual orientation, familial status, or cultural background.

Vision


Golden Valley strives to creatively connect people and places, preserve and enhance community resources, and nurture opportunities for all.

Mission

The City of Golden Valley delivers high-quality, responsive services to ensure the community remains a vibrant and welcoming environment in which to live, work, and play.

Values

Communication •
Respect • Community •
Inclusion • Integrity •
Innovation • Courage •
Accountability



Community of Golden Valley

According to most recent Census data, the City is approximately 87 percent White, 55 percent Female, and residents have a median income of \$98,000. As reflected in the Welcome Statement, the City of Golden Valley aspires to be a place of belonging for all. Due to its proximity to Minneapolis, its many employers, and diverse school selection, the City of Golden Valley nearly doubles in size during weekdays, resulting in more racial, age, and socioeconomic diversity.



Schools

ISD 281 (Robbinsdale Area Schools) and ISD 270 (Hopkins School District) provide public education to Golden Valley and surrounding suburbs. Golden Valley is home to Perpich Center for Arts Education (a public arts high school) and two private schools—Breck School and Notre Ecole French Immersion School. The diverse Pre-K–12 educational opportunities make Golden Valley a destination for metro-area scholars of all backgrounds.



Businesses

Golden Valley is home to many flourishing businesses, including Allianz Life Insurance North American Headquarters, General Mills, Honeywell, and Kare 11 News. Commercial development, including retail and office uses, comprises 7 percent of Golden Valley's total land use.

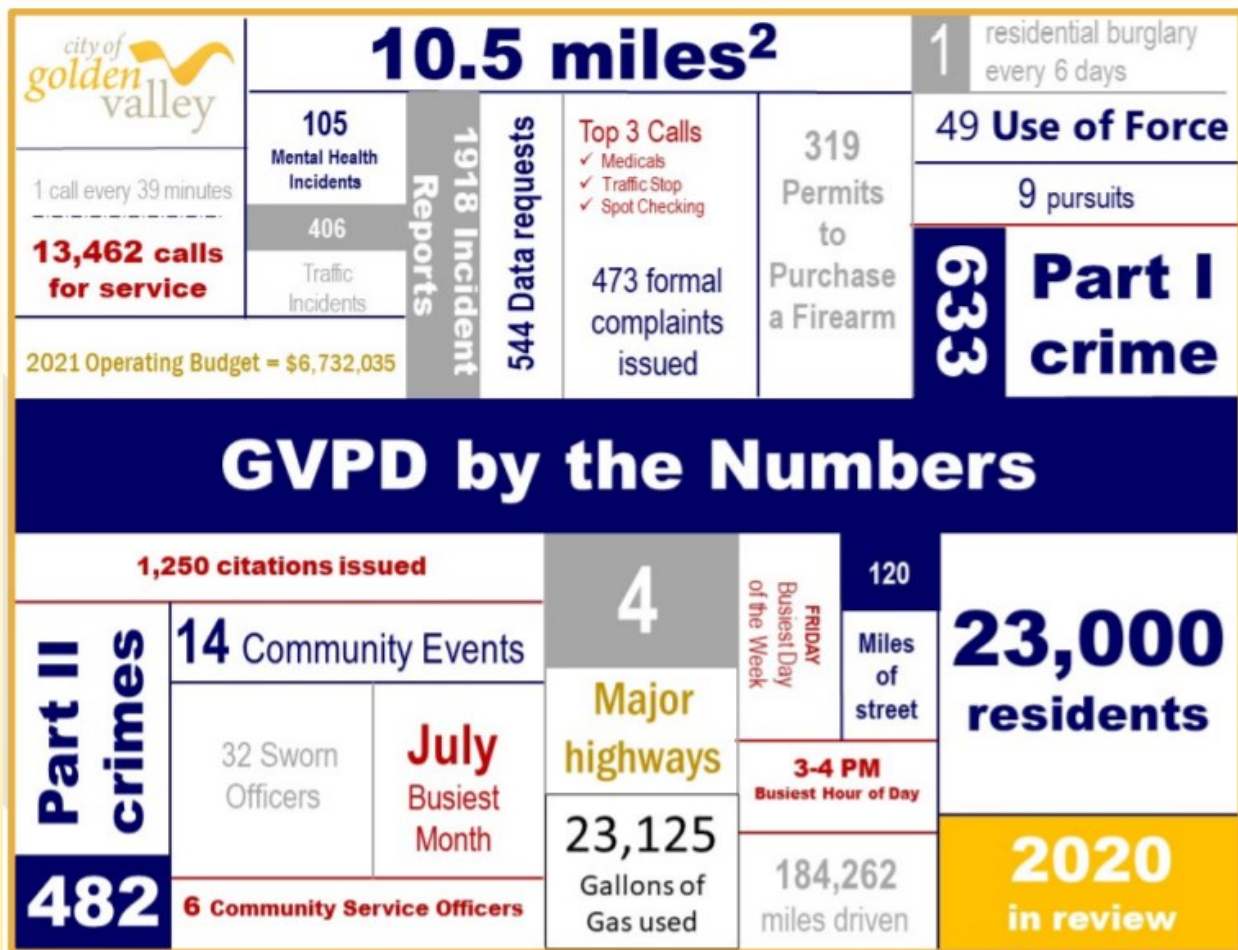


Parks, Trails, and Nature Areas

Fifteen percent of Golden Valley (more than 1,035 acres) is dedicated to parks and open spaces, and the City maintains nearly 50 miles of trails, as well as numerous ball fields, courts, and activity areas.

Police Department

The Golden Valley Police Department (GVPD) provides law enforcement and progressive community service, including patrol, investigations, prosecution of offenders, and crime prevention. Under the direction of the Police Chief, the GVPD includes two Commanders, seven Sergeants, 23 Police Officers, eight Community Service Officers, a Crime Analyst, a Police Operations Supervisor, and two Administrative Assistants.



PEACE Commission

The PEACE (Police Education, Accountability, and Community Engagement) Commission is a group of appointed community members to facilitate bridge-building activities. The PEACE Commission provides recommendations to the City Council based on studies, policy reviews, and community feedback for the Golden Valley Police Department.

Community Outreach

The concept of community policing is a fundamental part of the GVPD. Intervention and prevention are key elements to a safe community. GVPD actively pursues building positive relationships with members of our community through our community outreach program.

Assistant Police Chief

The Assistant Police Chief will have progressed through the ranks of a municipal police department or county sheriff's office and have experience in a mid-size agency. The Assistant Police Chief will have an open and motivating leadership style that fosters team building, trust, and cooperative relationships between all divisions, departments, administration, City Council, and the community. Under the general direction of the Police Chief, individuals in this position provide leadership and supervision of assigned officers and civilian personnel, and oversee assigned department functions as the Patrol Commander or Operations Commander. The Commanders work to ensure effective and efficient delivery of law enforcement services within the context of goals and objectives outlined by the department.

The Ideal Candidate

The ideal candidate for Assistant Police Chief will be a servant leader of impeccable character who can build relationships internally and externally and puts the success of others before their own. Police Department employees expressed a desire for a strong communicator, demonstrates a commitment to officer well-being and safety, and has experience recruiting, training, and retaining quality personnel.

The ideal candidate will be a confident but humble leader who can bring immediate credibility to the position. In addition, they will have a progressively successful career that demonstrates creating and guiding an inclusive and transparent department and a proven record of building positive and engaging community relationships.



Education and Experience

The ideal candidate will possess a minimum of a bachelor's degree in Law Enforcement or a related or equivalent combination of education and experience. Minimum of seven years experience as a full-time licensed police officer. The selected candidate will possess or be eligible for MN POST Board License or reciprocity; have a valid Minnesota Driver's License or the ability to gain with reciprocity with three months. Most have experience working in or supporting investigations, display considerable knowledge of relevant laws, rules, general orders, regulations, and be able to quickly develop knowledge of City ordinances; and demonstrated commitment to Diversity, Equity, and Inclusion.

Desired Qualifications: A master's degree in law enforcement, criminal justice or related field • Successful completion of advanced police management training such as the FBI National Academy, Southern Police Institute, Northwestern Staff and Command School, or related program. Experience as and supervision of a Detective, Provisional Detective, Field Training Officer, School Liaison Officer, Firearms Instructor, Use

Competencies

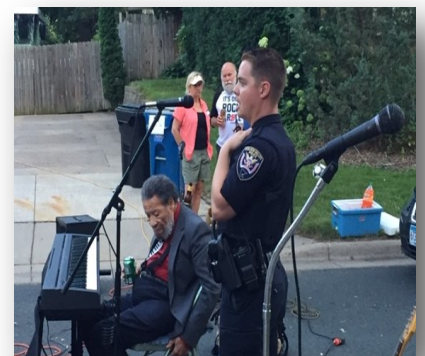
- * Communication * Customer Focus * Teamwork
- * Positive Attitude * Hard Work * Equity & Inclusion
- * Leadership * Decision-Making * Ethical
- * Organized * Problem Solving

Expected Hours of Work

This job operates primarily in Public Safety office environment. Building is staffed 24 hours/day, year-round. Scheduled hours of staff will reflect those needs, including nights, weekends, and holidays.

Compensation and Benefits

The City of Golden Valley salary for Assistant Police Chief \$100,360.00-\$133,702.40. The position also includes healthcare, dental short and long-term disability, and life insurance. The City has 12 paid holidays per year and competitive paid-time off. The City participates in the Minnesota Employees Retirement Association (PERA). The City also offers additional retirement options through MNDCP and VOYA. The City has facilities and programs to support officer wellness, tuition reimbursement, and paid parental leave benefits.



To Be Considered

The hiring process is designed to allow candidates to demonstrate those qualities that make them an ideal candidate for Assistant Police Chief in the dynamic and exciting first ring of the Minneapolis Metropolitan Suburb Ring.

Apply for this position today at ABstrategicgroup.com. The application will consist of a cover letter and a resume, including three personal references and your salary expectation on your resume. Closing Date May 15, 2022 at 11:59 PM Central.

Contact AB Strategic Security Group CEO Jesus "Eddie" Campa for questions at (915) 243-1412 ext. 3.





Job Title: Assistant Police Chief

Department: Police Department

Supervisor: Police Chief

FLSA Status: Exempt

Salary Grade: Grade 17

Position Type: Full-time/Regular

Date Updated: 04/25/2022 ⁱ

Position Overview

Under the general direction of the Police Chief, individuals in this position provide leadership and supervision of assigned officers and civilian personnel, and oversee assigned department functions as the Patrol Commander or Operations Commander. The Commanders work to ensure effective and efficient delivery of law enforcement services within the context of goals and objectives outlined by the department.

Essential Duties and Responsibilities

Reasonable accommodations may be made to enable individuals to perform these essential functions:

1. Plan, direct, and supervise personnel, operations, and activities for assigned division.
2. Review work schedules, activity reports, accomplishments, organization, and functioning of the division under their command, and institute changes which affect economy, efficiency, and quality of operations within their scope of authority.
3. Assist the Police Chief with the development and communication of department rules, regulations and operating policies/procedures.
4. Perform administrative functions within assigned division including assisting with development of the annual budget and the preparing administrative reports.
5. Work with human resources to identify training opportunities and create comprehensive training program consistent with City policies and all licensing and statutory requirements.
6. Ensure completion of training for assigned personnel and ensure training records are maintained for all department employees.
7. Work with the Human Resources department to investigate and manage outcome of complaints against personnel assigned to division.
8. Define and clearly delegate work assignments to personnel, including sharing expectations of procedures, service required, and standards of performance expected.
9. Manage performance of assigned personnel, including working with human resources to complete performance reviews, manage discipline, and conduct performance improvement measures.
10. Maintain contact with general public, court officials, and other City officials on performance of police operating activities.
11. Serve as a member of various employee and community committees and plan, develop, and participate in department community outreach initiatives.
12. May assume some duties of the Police Chief in their absence.



Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Supervisory Responsibility

This position does have employee supervisory responsibilities.

Minimum Qualifications

- Bachelor's Degree in Law Enforcement or related field or equivalent combination of education and experience.
- Minimum of seven years experience as a full-time licensed police officer.
- Minimum of three years experience as a supervisor.
- MN POST Board License or reciprocity.
- A valid Minnesota Driver's License.
- Experience working in or supporting investigations.
- Considerable knowledge of relevant laws, rules, general orders, regulations, and ability to quickly develop knowledge of City ordinances.
- Ability to complete the essential duties and responsibilities of the position with or without reasonable accommodations.

Desired Qualifications

- Masters degree in Law Enforcement, Criminal Justice or related field.
- Successful completion of advanced police management training such as the F.B.I. National Academy, Southern Police Institute, Northwestern Staff and Command School, or related program.
- Experience as and supervision of a Detective, Provisional Detective, Field Training Officer, School Liaison Officer, Firearms Instructor, Use of Force Instructor and/or Background Investigator.

Competencies

- Communication
- Customer Focus
- Teamwork
- Positive Attitude
- Hard Work
- Equity & Inclusion
- Leadership
- Decision-Making
- Ethical
- Organized
- Problem Solving

Expected Hours of Work

This job operates primarily in Public Safety office environment. Building is staffed 24 hours/day, year-round. Scheduled hours of staff will reflect those needs, including nights, weekends, and holidays.



Work Environment & Physical Demands

The work environment varies considerably depending on the circumstances, however, work is primarily office environment with occasional work performed within a motor vehicle or in the outdoor environment. Noise level in the work environment is usually fairly quiet while in the office, although the ability to work with constant noise distractions are required.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is required to:

- Regularly read and interpret documents and other written material.
- Regularly communicate and exchange information with others in person, over the telephone, and using written communication methods.
- Frequently remain in a stationary position and regularly move within the building to attend meetings and access files and office machinery.
- Occasionally traverse around the City to meetings or events.
- Regularly operate computers and other office equipment, such as a copy machine, printer, and telephone, as well as equipment/tools consistently found in law enforcement departments.
- Occasionally move or transport items weighing up to 25 pounds.
- Occasionally climb stairs, scale walls and fences, engage in foot pursuits, fire a firearm, assist and accident scenes and with gathering evidence, move stalled vehicles, render medical assistance, control prisoners, subdue or grapple with suspects.

EEO Statement

The City of Golden Valley is an Equal Opportunity Employer in compliance with the Americans with Disabilities Act. It will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

I understand that this job description does not constitute an employment agreement between the City of Golden Valley and me, and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee Signature

Date

¹ Last updated and approved by: City Manager, Tim Cruikshank, HR Director, Kirsten Santelices, and on April 23, 2021.