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**PECKHAM**  
&  
**MCKENNEY**  
EXECUTIVE SEARCH

**Police Chief**  
TOWN OF SEVERANCE, CO

## THE COMMUNITY

Situated in beautiful Northern Colorado in the plains at the base of the Rocky Mountains, the Town of Severance (pop. 5,200, 2.1 sq. mi.) is one of the fastest growing communities in the state. Located in Weld County, Severance is about 15 miles from both Fort Collins and Greeley, which gives residents the benefits of small-town living, and easy access to nearby amenities, including Colorado State University, the University of Northern Colorado, and many others. Denver's world-class urban culture, major sports venues, and Denver International Airport are an hour south on Interstate 25.

The Severance community was born in 1894 when pioneer settler David E. Severance submitted an application for a post office and citizens formed the Town, which became a statutory town in 1920. Severance remained predominately agricultural until the 1990s, when the community experienced modest growth in residential development. The growth accelerated exponentially in the 2000s and has resumed a fast pace since the Great Recession. The region remains a leading producer of cattle, grain, and sugar beets, and Weld County is the busiest oil and natural gas producing county in the state.

Today, Severance is a safe, close-knit community with excellent housing opportunities, offering young families an affordable option to the Fort Collins market. The Town has stayed true to its agricultural heritage, and its small-town feel, but rapid growth is bringing a new high school and an increased demand for services, including law enforcement.

Severance offers numerous commercial options including restaurants, personal service shops and salons, automotive repair, real estate services, and a bank. The Town currently maintains five parks spread throughout many neighborhoods. The surrounding area is home to prime waterfowl hunting. A trail system in development will one day connect to regional trail systems. Internal roadways are well maintained and offer easy access to area recreation and other Northern Colorado communities, including Windsor, its closest neighbor, and frequent partner, to the south.

The Town is served by the Weld RE-4 School District, which operates Rangeview Elementary and Severance Middle School. A new high school, Severance High School, is currently under construction, with an anticipated opening of Fall, 2019. High School students currently attend Windsor High School. The new high school is a watershed moment for Severance, bringing with it many benefits, and many challenges.

To learn more about the Severance, please visit [www.townofseverance.org](http://www.townofseverance.org)



## THE ORGANIZATION

The seven-member Town Board of Trustees operates under a Board-Manager form of government. The Mayor is elected to a four-year term, and voters elect six Trustees to staggered, four-year terms. The Town Board appoints the Town Administrator as chief administrative officer and is ultimately responsible for the enforcement of local laws, and the assurance of sound fiscal and operational practices of the town.

With a current workforce of 16 FTEs (plus three part-time and two seasonal), and a FY 2018 Budget of \$13.8 million (General Fund \$4.2 million), the Town offers a variety of services including, general administrative services, water and sewer, roadway maintenance, community development and planning, engineering, code enforcement, and a municipal court. Fire protection services are provided by the Windsor Severance Fire Rescue (WSFR), an independent Colorado special district.

Under contract through 2018 and as needed through 2019, the Weld County Sheriff's Office provides law enforcement services through two full-time deputies, and additional coverage as needed. The Citizens of Severance have not authorized medical or recreational marijuana sales in the Town. With an increased population, rapid growth and its corresponding impacts, and the imminent opening of Severance High School, the time has come for creation of the Severance Police Department. The first step was the creation of the Town's Dispatch Communication System through Weld County's Regional Communications System. The Town Board's next step is hiring the first Police Chief.

## THE POSITION

Appointed by the Town Board, the Police Chief will report to the Town Administrator. The Police Chief will be a working chief, expected to be on patrol and respond to calls for service. She or he will supervise police officers, one animal control/code enforcement officer, and crossing guards. One of the Chief's first tasks will be to hire Severance's first police officer, with a targeted start date of October 1, 2018.

The Town Board is committed to building a model department appropriate for a community the size of Severance, a trusted, reliable, and positive presence in the Town. Although a preliminary needs assessment is completed, the new Police Chief will immediately assume control of strategic planning and budgeting, advising the Town Board on all of the incremental steps required to build the department. The initial police station will be housed in the current public works facility with proposed renovations, with a new public works building under construction. The Weld County Jail is in Greeley.

## THE IDEAL CANDIDATE

Severance is seeking a visionary, dynamic, and proactive leader to be its first Police Chief, who will set a high professional standard and build a model department from scratch. The expectation to maintain the Town's reputation as one of the safest communities in Colorado is very high. The successful candidate will be solution-oriented, with impeccable integrity and

the highest ethical standards, a person of character.

Meeting the community one citizen at a time, from the longest standing resident to the newest arrival, is a key to success. Being visible, becoming a part of the community, and participating in established community events are strong expectations.

The Ideal Candidate understands the Severance community and will strike the proper balance between the values and feel of a small town in a rural setting, and the firmness required for effective law enforcement. A hard-nosed, big-city, or bureaucratic attitude will fail – a nuanced approach is required. The next Police Chief:

- Has a strong work ethic, wisdom, humility, discernment, and common sense; is fair and honest.
- Is inspired and excited by the idea of being the first Police Chief, motivated by professional pride, responsibility, and the challenges attending this undertaking.
- Has expert-level communications skills, outward- and inward-facing, oral and written; an effective advocate.
- Has a command presence and courage; unflappable, calm under pressure, and able to diffuse volatile situations.
- Is intelligent, and emotionally intelligent; thinks before speaking, and listens more than speaks.
- Is versatile, nimble and adaptable; someone who will grow with the department.
- Is technically capable in all respects, including POST certifications, relational policing, evidence-based practices, budgeting, risk management, the ability to recruit, train, and retain officers; etc.



- Knows listening, patience, and understanding are the paths to success, not being an authoritarian.
- Is an expert collaborator, maintaining strong relations with neighboring jurisdictions, the Weld County Sheriff's Office, the Windsor-Severance Fire Protection District, and the Weld RE-4 School District.
- Is entrepreneurial, tough, and innovative; creates opportunities; a resourceful dealmaker and an effective fundraiser to include grants and grant writing.
- Is politically astute but apolitical.
- Has the ability to communicate to broad audiences and persons from all walks of life, and to relate to school children of all ages.



- Is committed to superior customer service in the Severance Police Department.
- Is open, honest, friendly, and approachable.
- Sees the school district as an essential civic partner; knows the value of school resource officers and will collaborate effectively in this area.
- Sees Severance’s potential, thinks strategically to build a law enforcement agency to meet the current needs of the Town, but in a way that will scale and grow over time.

A bachelor’s degree from an accredited college or university, plus a minimum of five years of experience in a command-level position within a law enforcement agency, or the equivalent of the foregoing, are required. Must have had the responsibility of supervising personnel while serving in such a position. A master’s degree in a relevant field is preferred. A valid Colorado driver license with a clean driving history is required. Must successfully



pass a criminal background check and a pre-employment drug screen. Within one year of appointment, the Police Chief must establish and maintain residency either in the Town of Severance or no more than 15 minutes in drive time from the Town.

## THE COMPENSATION

The annual salary range for this position is \$85,000 - \$100,000, depending on the qualifications of the selected candidate. In addition, the Town offers an excellent benefits package including full health, dental, and vision coverage for the employee, including insurance deductible reimbursement, and partial coverage for family health, dental and vision; short- and long-term disability and life insurances; and a retirement contribution package. Relocation assistance subject to negotiation.

## SEARCH SCHEDULE

- Filing Deadline ..... May 29, 2018
- Preliminary Interviews ..... June 4-8, 2018
- Recommendation of Candidates ..... June 18, 2018
- Finalist Interview Process ..... July 9-10, 2018

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

## THE RECRUITMENT PROCESS

To apply please visit  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Resumes are acknowledged within two business days. Please do not hesitate to contact Andrew (Drew) Gorgey directly at (970) 987-1238, if you have any questions regarding this position or the recruitment process.



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