CITY OF BOULDER

Deputy Police Chief



RAFTELIS







The Position

The City of Boulder is seeking an experienced, forward-thinking police leader to serve as its next Deputy Police Chief. A key member of the Boulder Police Department's Executive Team, the Deputy Chief provides strategic and operational leadership to advance the department's vision, mission, and priorities. Reporting directly to the Police Chief and serving as Acting Chief in their absence, the Deputy Chief leads the Operations Section and oversees Patrol, Investigations, SWAT, Field Training, the Public Safety Information Center (PSIC), and other high-profile units, providing leadership and direction across these critical functions.

The Deputy Chief provides leadership on enforcement strategies, crime prevention and reduction, intelligence-led policing, and resource allocation. In partnership with the Police Chief and division commanders, they guide strategic planning, evaluate emerging law enforcement trends, and identify opportunities to improve organizational effectiveness and service delivery. The position also oversees the planning and execution of special events, response to large-scale protests and demonstrations, and provides executive oversight during major incidents and after-hours emergencies. With Boulder hosting numerous high-profile events throughout the year, the Deputy Chief plays an important role in coordinating resources, mitigating risk, and ensuring effective collaboration among department personnel, City partners, and outside agencies.

Beyond day-to-day operations, the Deputy Chief contributes to the department's overall administrative and organizational effectiveness, including budget development and management, capital improvement projects, technology and equipment initiatives, and operational performance measurement. The role also represents management in labor negotiations, oversees police contracts and service agreements, and works closely with the Police Chief and City leadership on legal, policy, and legislative matters.

The Deputy Police Chief actively leads efforts to develop and sustain a diverse, highly capable, service-oriented workforce. They provide leadership in staffing, recruitment, training, policy development, performance management, and employee development, while fostering a culture of accountability, professional growth, and organizational readiness. The position also builds and maintains strong relationships with the City Manager, elected and appointed officials, community organizations, other law enforcement agencies, and the public, serving as a visible representative of the department and advancing collaborative, community-responsive policing.

The Priorities

- Collaborate internally and externally to implement, champion, and continue to evolve future iterations of the department's Reimagine Policing Plan with a focus on holistic governance, problem-solving policing, enhanced engagement, improved accountability and transparency, and officer readiness.
- Support enhanced community engagement and increased relationships and partnerships throughout the community. Through a community-based problem-solving approach, ensure people are treated with dignity and respect, compassion and empathy, and truly feel valued, seen, and heard.
- Improve departmental communication between the ranks, increase trust, and provide leadership on process improvements to enhance the department's operational capacity.
- Support outreach and employment strategies to increase gender and ethnic diversity across all ranks of the department, including succession planning, retention, and overall staffing needs.
- Partner with other City departments, community-based organizations, and community advocates on behalf of people experiencing homelessness and mental health crises to advance strategies and policies that improve quality of life and reduce the burden on police resources.

The Successful Candidate

The Deputy Police Chief is a forward-thinking, transformational leader with demonstrated expertise in relational change management and a strong commitment to progressive policing, operational excellence, and meaningful community engagement. Aligned with the vision outlined in the Reimagine Policing Plan, they embrace a problem-solving approach and a holistic governance model that emphasizes strong relationships, accountability, transparency, and officer readiness. They support a data-driven culture of continuous improvement and bring the vision, judgment, and ability to develop innovative programs, policies, and workplace practices that advance the department's mission and respond to the evolving needs of the community.

An approachable, emotionally intelligent leader, the Deputy Police Chief builds trust and credibility across a broad range of relationships, including City leadership, elected officials, department employees, labor organizations, community-based organizations, neighborhood groups, and outside agencies. The successful candidate understands the political environment in which a public safety organization operates and demonstrates sound judgment, tact, and diplomacy when navigating sensitive, complex, and confidential matters. Equally comfortable listening, providing candid advice, and bringing people together around shared goals, they foster cooperation, build consensus, and maintain productive relationships, even when perspectives differ.

With demonstrated cultural awareness and humility, the successful candidate values diverse perspectives and intentionally builds meaningful relationships with communities of color and individuals whose voices have traditionally been underrepresented in local decision-making. They understand how the history of policing and systemic inequities have shaped community perceptions and experiences, and they approach this work with empathy, openness, and a genuine commitment to inclusive engagement. An effective cross-cultural communicator, they create opportunities for meaningful participation, listen to lived experiences, and work collaboratively with the community to strengthen trust and confidence in the department.

A person of strong moral character and integrity, the Deputy Police Chief leads by example and consistently demonstrates accountability, mutual respect, and professionalism. They foster a positive, inclusive workplace where employees at all levels feel valued, supported, and empowered to contribute. Committed to employee well-being, professional development, and organizational readiness, they champion progressive, department-wide training that aligns with and responds to community needs. This includes a strong emphasis on de-escalation, mental health, crisis intervention, and trauma-informed approaches, ensuring employees are equipped to respond effectively to the diverse and evolving needs of the community. The Deputy Police Chief brings a balanced, solutions-oriented approach to leadership, with the ability to navigate competing priorities while keeping the department focused on its mission, organizational effectiveness, and the community it serves.



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Qualifications



At least nine to ten (9-10) years of experience in policing, which includes either, at least three (3) years serving in a command or executive-level position, along with two (2) years of supervisory experience, or ten (10) years of serving in a supervisory position (at a level of Sergeant or above) in a law enforcement agency is required. Demonstrated experience in community policing leadership and crime reduction initiatives, coupled with command leadership skills that foster an open, trusting, and welcoming work environment, is essential. A genuine commitment to and prior experience with an active model of community-led, problem-solving policing is required. Prior experience advancing racial equity initiatives, with demonstrated experience collaborating on issues including mental health, substance abuse, and homelessness, is essential. A deep commitment to transparency with a proven track record of building trust and effective relationships in the community is non-negotiable. Command leadership training such as the FBI National Academy, Northwestern University's School of Police Staff and Command, Southern Police Institute Command training, PERF's Senior Management Institute for Police, or similar program is preferred.

A bachelor's degree from an accredited college or university is required. The Deputy Police Chief must obtain Colorado Peace Officer Standards and Training (POST) certification within 6 months of starting the job and be able to meet all requirements of a Boulder police officer position. They must also hold and maintain a valid driver's license.

Inside The City of Boulder

The City of Boulder believes in a future with equitable access to health, prosperity, and fulfillment, where the community adapts and thrives in response to emerging, and sometimes urgent, social, economic, and environmental challenges.

The Sustainability, Equity, and Resilience Framework guides budget and planning processes by providing consistent goals necessary to achieve Boulder's vision of a great community and the actions required to achieve them. Building on a legacy of innovation, Boulder cultivates a creative spirit in order to adapt and thrive in the changing climate.

Boulder continuously works to provide service excellence for an inspired future through our core values:

- **Customer service:** We are dedicated to exceeding the expectations of our community and our co-workers by demonstrating consistent and professional service with a solution-oriented approach.
- **Respect:** We champion diversity and welcome individual perspectives, backgrounds, and opinions. We are open-minded and treat all individuals with respect and dignity.
- **Integrity:** We are stewards of the public's trust and are committed to service that is transparent and consistent with city regulations and policies. We are honorable, follow through on our commitments, and accept responsibility.
- **Collaboration:** We are committed to organizational success and celebrate our shared dedication to public service. We believe community collaboration and the sum of our individual contributions lead to great results.
- **Innovation:** We promote a forward-thinking environment that supports creativity, calculated risks, and continuous improvement. We embrace change and learn from others in order to deliver leading-edge service.

Workplace Culture

The City of Boulder believes that a diverse workforce, individual lived experiences, and an inclusive environment add quality and perspective to the services provided to the public. Therefore, the organization intentionally strives to develop and maintain a diverse workforce that values and embraces differences among employees.

An important component of the City's culture and environment is Boulder's Leadership Philosophy: We believe each of us is a leader. We are motivated by the opportunities to make a positive difference in our community. Our greatest results are achieved when we:

- Create a respectful, trusting, and supportive environment.
- Rely on, invest in, and celebrate each other's perspectives, skills, talents, and accomplishments.
- Consult and collaborate with each other to make timely and quality decisions.
- Share responsibility for and learn from the process and outcomes of a creative culture.

Boulder focuses on collaboration among leaders and staff through a One City approach, supporting staff in working together across department lines to serve all people in our community.

Structure of Local Government

Boulder operates under a council-manager form of government. The elected City Council sets policies, and the Council-appointed City Manager implements them. The Council also appoints the City Attorney and Municipal Court Judge.

With a 2026 approved budget of $521 Million, the City of Boulder is served by over 1500 standard employees. Robust City services are provided through numerous departments and divisions.

Inside the Police Department

Guided by the values of Respect, Integrity, Resilience, and Excellence, the Boulder Police Department provides a full range of services, including but not limited to crime prevention, enforcement, security, investigations, management of public disorder and quality-of-life issues, emergency and disaster response, and training. The Boulder Police Department focuses on delivering high-quality, equitable policing through modern, evidence-based programs, technology, and advanced training.

With a 2026 approved budget of $50.2 Million, the department employs over 280 full-time employees across several programmatic areas. The Boulder Police Officers Association (BPOA) represents Lieutenants, Sergeants, and Police Officers. Non-Commissioned staff members are represented by the Boulder Municipal Employee Association (BMEA). The Police Chief, Deputy Chiefs, and Commanders work with the two associations but are non-voting members.





- **Administration** provides administrative oversight of the entire Police Department and includes the Chief's Office, Professional Standards Unit, and all general administration not directly related to another program.
- **Alternative Response** responds to community issues in a holistic and non-traditional law enforcement capacity. Program services include Crime Prevention, Animal Protection, Photo Enforcement, Victim Services, Homeless Outreach and Encampment teams, and the Mall unit.
- **Investigative Services** manages, assigns, tracks, and completes ongoing criminal investigations in an efficient and effective manner.
- **Patrol Services and Traffic Enforcement** is led by the Deputy Chief of Operations and includes the patrol, traffic enforcement, and neighborhood impact teams.
- **Police & Fire Communications** answers and processes emergency and non-emergency calls for service from the public and initiates public alert and warning notifications during emergencies and natural disasters.
- **Support Services** ensure effective management of day-to-day operations with a wide range of services, including Police Records, Property and Evidence, Technology, Personnel, Business Services, Crime Analysis, Fleet, and Grants.
- **Tactical Response** is led by the Deputy Chief of Operations and increases the department's capabilities to respond to incidents within the city, which create a significant risk to life and safety above and beyond normal day-to-day police operations. Services include SWAT, Bomb Squad Unit, Canine program, and the Unmanned Aircraft Systems (UAS) team.
- **Training** is responsible for training, acquiring training for new recruits, ensuring academies are certified to POST standards, maintaining records, ensuring all officers maintain the POST certification annually, mentoring new police officers, and researching and testing new leading-edge equipment.
- **Wellness** includes an employee assistance program geared towards police, department employees, department employee families, and volunteers, a peer support program, debriefings of critical incidents, family activities to promote engagement, support, and camaraderie, and the maintenance and upkeep of the gym and gym equipment.

Mission

Enhance public safety by focusing on community engagement, innovative problem solving and employee wellness and development.

Vision

A safe community built on trust through unwavering service, collaboration and exceptional policing.

Boulder Police 2026 Department Goals

Safety: Continued focus on community safety and crime reduction as well as enhanced safety for our officers and field staff.

Recruiting & Retention: Continue to hire the best employees to fill vacant roles and strive to retain the talented employees we currently have through our enhanced wellness initiatives.

Community Engagement: We will be present, visible, and engaged in our community, and work to add additional staff to our liaison roles, hold town halls with the chief and other staff, and be present at community events and meetings.

Transparency: Continue to share what we do, and why we do it with the community. As we add new technology, tools, or programs, we will share information about them via our dashboards and other formats.

Sundance Preparation: With Boulder set to host its first Sundance Film Festival in January 2027, we continue preparations that involve training, technology advances, and ensuring we follow best practices so we can host a safe and fun festival.



The Boulder Community

Boulder, Colorado, is located just 30 minutes northwest of Denver, where the plains meet the Rocky Mountains. Tucked into a picturesque valley below the iconic Flatirons, Boulder has a population of approximately 108,000. The City is a great place to live, work, grow, and play.

Boulder is nationally recognized for its quality of life, thriving tech, research-based economy, and booming real estate market. Boulder is also one of the most educated metropolitan areas in the country. The local public schools are excellent, with Boulder Valley School District consistently ranking among the best in the state. In addition, Boulder is a hub of entrepreneurship, particularly for businesses that value a lifestyle rooted in a love of the outdoors, healthy living, and access to resources.

The University of Colorado at Boulder is currently one of the premier public research institutions in the United States and sits in the heart of Boulder. The University has a strong reputation and is especially known for its engineering and science programs, particularly Earth and Space sciences. There are 17 federally funded science laboratories in Boulder, including the National Center for Atmospheric Research (NCAR) and the National Oceanic and Atmospheric Administration (NOAA).

Enjoyment of the outdoors has always been at the forefront of life in Boulder. The community's Open Space and Mountain Parks form a green belt around the City with over 45,000 acres of land that are preserved and protected. Boulder has over 300 miles of public hiking and biking trails, and its mountain parks and open spaces receive well over five million visitors a year. In addition, residents enjoy 1,800 acres of urban parkland and programming through numerous recreation centers and outdoor pools.

Boulder fosters an environment for artists and audiences to be innovative, experimental, creative, and expressive. The City has a large concentration of artists with more than 30 art galleries, four museums, a dozen movie and stage theaters, and a huge variety of cultural performances each year, including the Colorado Shakespeare Festival, Colorado Music Festival, and Chautauqua Summer Series. Building on this cultural vitality, Boulder will become the new home of the internationally renowned Sundance Film Festival beginning in January 2027. Through a collaboration with the City, Visit Boulder, the Colorado Office of Economic Development and International Trade, and local partners, the annual festival draws filmmakers and audiences from around the world for dramatic and documentary features, short films, episodic content, and daily panel discussions.

While each of the characteristics, passions, and industries that Boulder is known for today emerged organically over time, it is how they work together that makes Boulder...Boulder.





Compensation and Benefits

The annual salary range for the Deputy Police Chief is $175,406 - $214,364, with an anticipated hiring range of $175,406 - $206,573, and will depend on the qualifications of the successful candidate. The City of Boulder is a progressive organization that values employee engagement and well-being. The City recognizes the importance of providing an encompassing health and life benefits program to employees, including Hybrid Work, Flex Schedules, Telehealth and Wellness Incentives, Infants and Dogs at Work Program, Local bus Eco-Pass, and an Employee Discount Program on goods and services throughout the Boulder Community. For additional information, please visit the Staff Benefits Guide.

How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position is open until filled, with the first review of applications beginning **December 7, 2026**.

Questions

For more information or questions regarding the City of Boulder or the Deputy Police Chief position, please contact Heather Gantz at hgantz@raftelis.com.