

POLICE CHIEF

CITY OF FEDERAL HEIGHTS *Colorado*



Why Apply?



This is a unique opportunity to lead a full-service police department in an established Denver metropolitan community where the Police Chief can have a direct and visible impact. The Federal Heights Police Department is large enough to provide comprehensive police services while remaining an organization where the Chief can know employees personally, stay connected to daily operations, and build meaningful relationships throughout the community.

Federal Heights is looking for an experienced and ethical law enforcement leader who combines strategic thinking with a hands-on, accessible leadership style. The next Chief will have the opportunity to shape organizational culture and direction, develop future leaders, strengthen regional partnerships, and build public confidence through professional, fair, and responsive policing.



Welcome to FEDERAL HEIGHTS

Located 12 miles northwest of downtown Denver, Federal Heights is an established community of approximately 14,000 residents. Situated on an elevated ridge 5,300 feet above sea level, the city enjoys impressive views of the Denver skyline and the Front Range. Federal Heights offers convenient access to the amenities of the Denver metropolitan area and Rocky Mountains while retaining its own distinct identity and small-town atmosphere.

Once a small settlement along what was then a dirt-road Federal Boulevard, Federal Heights has grown into an vibrant, culturally diverse community. Nearly 65% of residents identify as Hispanic or Latino, and this cultural heritage is reflected in the city's Mexican restaurants, bakeries, and taquerias. Residents take pride in the town's strong sense of community and also appreciate the relatively affordable home prices, close-knit neighborhoods, and easy everyday shopping.

Federal Heights is home to Water World, one of the nation's largest water parks, with more than 50 attractions spread across 70 acres. Opened in 1979, Water World welcomes approximately 500,000 visitors each summer. The City is also home to the Hyland Hills Sports Complex, featuring athletic fields and a skate park. Residents enjoy neighborhood parks, including the 13-acre Ruston Park, and access to the extensive Hyland Hills Park and Recreation District, offering golf courses, swimming pools, ice skating, sports leagues, and recreation programs.

Throughout the year, residents gather for City-sponsored Summer Socials featuring food, music, and family activities, along with National Night Out and seasonal holiday celebrations. The nearby Rocky Mountains offer year-round opportunities for hiking, mountain biking, camping, skiing, and snowboarding. The community is served by RTD regional bus service, with connections to the Denver area's rail network. Denver International Airport is 22 miles away.

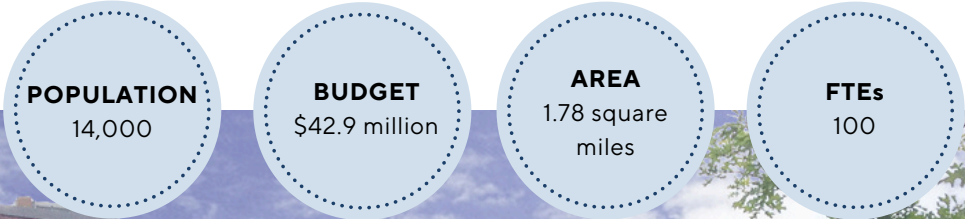
THE CITY OF FEDERAL HEIGHTS

Incorporated in 1940, Federal Heights is a home-rule city serving approximately 14,000 residents across 1.78 square miles in Adams County. The City operates with a 2026 budget of \$42.9 million and approximately 100 budgeted FTEs. Municipal services include Police, Fire and EMS, Public Works, Utilities, Community Development, Finance, Human Resources, City Clerk, and Municipal Court.

Federal Heights operates under a Council-Manager form of government, with a Mayor elected at large and 6 Council Members elected from 3 wards. The Mayor and Council Members serve 4-year terms. The City Council establishes policy and appoints a professional City Manager to oversee daily operations and implement Council priorities. Mayor Linda S. Montoya has served in her position since 2019 and City Manager Jacqueline Halburnt since 2012.

"Our mission is to provide a high quality of life for the citizens of Federal Heights, while preserving a close-knit atmosphere, through responsible and effective stewardship of all resources, prudent economic development, enhancement of our current services, and participation in public, private, and regional partnerships."

– THE CITY OF FEDERAL HEIGHTS





THE POLICE DEPARTMENT

The Federal Heights Police Department (FHPD) is a full-service law enforcement agency serving the city of Federal Heights. The Department operates with a 2026 budget of \$8.6 million (including dispatch) and staffing of 33 sworn officers and 14 civilian personnel, including 8 dispatchers, 3 Records Technicians, 1 Evidence Technician, and 2 Code Enforcement Officers, along with a contracted team of victim advocates. The Department responded to 17,725 calls for service in 2025.



Organized into 2 divisions—Operations and Support Services—FHPD provides patrol, criminal investigations, traffic enforcement, crime prevention, and other public safety services. The Department participates in the North Metro Drug Task Force, providing access to additional regional law enforcement resources.

Despite the City's relatively small geographic footprint, the Department serves a busy metropolitan environment with commercial corridors, regional traffic, and significant seasonal visitor activity associated with Water World. The Department's manageable size provides opportunities for hands-on leadership, close working relationships, and meaningful connections with the community.



“The mission of every member of the Federal Heights Police Department is to establish and maintain an ongoing partnership with the citizens of our community that promotes, preserves, and delivers a presence of security, safety, and quality services. We will fulfill this mission with courtesy, integrity, and respect.”

— THE CITY OF FEDERAL HEIGHTS



THE POLICE CHIEF

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description at
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The Police Chief directs the operations and activities of the Federal Heights Police Department under the direction of the City Manager and provides leadership and oversight to Department employees. In this highly visible leadership position, the Chief must be equally comfortable developing long-term strategy, managing organizational resources, and responding to critical incidents. The Chief also engages directly with residents, businesses, schools, City departments, neighboring law enforcement agencies, and other community partners while building and maintaining positive, collaborative relationships.

OPPORTUNITIES FOR LEADERSHIP

Organizational Culture & Leadership Development

The next Chief will have the opportunity to shape the Department's culture and strategic direction while maintaining high professional standards and accountability. Developing employees, mentoring supervisors, supporting employee wellness, and preparing the next generation of leaders will be important to the Department's long-term stability and success.

Recruitment, Retention & Resources

Like many law enforcement agencies, Federal Heights competes for talented employees with nearby metropolitan agencies. The next Chief will need to bring thoughtful approaches to recruiting and retaining employees while carefully prioritizing finite staffing and budget resources to deliver high-quality police services.

Community Trust & Service

Federal Heights values accessible, responsive, and professional policing. The next Chief will be highly visible and engaged in the community, strengthening public confidence through transparency, communication, fairness, and meaningful relationships with residents, businesses, schools, and community partners.

Modern Policing & Regional Collaboration

The next Chief will have the opportunity to use technology, data, problem-solving strategies, and regional partnerships to address community needs. The Chief should understand the importance of collaboration and mutual aid with neighboring law enforcement agencies while preserving the Federal Heights Police Department's local identity and community focus.



THE IDEAL CANDIDATE

- Demonstrates exceptional integrity and sound judgment and brings proven experience navigating complex situations that have tested their leadership, objectivity, and ethical decision-making.
- Is a confident, experienced leader who can establish direction, make difficult decisions, and hold themselves and others accountable.
- Effectively navigates the dynamics of a smaller community through professional objectivity, diplomacy, sound judgment, and clear communication.
- Is a strategic thinker who can establish a vision for the Department and foster a positive organizational culture focused on accountability, professionalism, and employee wellness.
- Is present, accessible, and transparent and builds trust through meaningful relationships within both the community and the Police Department.
- Is an effective communicator and collaborator who works well with the City Manager, City leadership, other departments, neighboring law enforcement agencies, schools, businesses, and community partners.
- Embraces modern policing strategies emphasizing problem-solving, data-informed decision-making, technology, and community partnerships.
- Brings strong financial and administrative skills, including experience with budgeting, strategic planning, grant management, policies, and procedures.
- Has demonstrated experience leading organizational change, mentoring employees, and developing future leaders.
- Understands the importance of regional collaboration and mutual aid while maintaining the Department's identity and local focus.
- Balances proactive enforcement with compassion, fairness, professionalism, and a commitment to excellent service.

EDUCATION & EXPERIENCE

- Bachelor's degree in criminal justice or a related field.
- 10 years of full-time professional law enforcement experience, including 6 years of supervisory experience at the Lieutenant level or above.
- Current Colorado Peace Officer Standards and Training (POST) certification or the ability to obtain certification within 6 months of hire.
- Law enforcement command experience.
- An equivalent combination of education, training, and experience may be considered.

PREFERRED

- Master's degree or higher.
- Attendance at the FBI National Academy, PERF Senior Management Institute for Police, Northwestern School of Police Staff & Command, or a similar executive leadership program.

COMPENSATION & BENEFITS

The City of Federal Heights offers an annual salary range of \$155,000 – \$210,000, based on qualifications and experience, along with a comprehensive benefits package:

- Medical and dental insurance (100% City-paid employee-only premiums; partial dependent coverage)
- Life and AD&D insurance, including City-paid \$25,000 life insurance
- City-paid long-term disability insurance
- FPPA defined benefit retirement plan (11% City / 12% employee contributions); alternative retirement plan option for the Chief
- 457(b) deferred compensation plan with 2% City match
- Paid vacation, sick leave, and holidays
- Take-home vehicle subject to City policy
- No residency requirement; relocation expenses negotiable



RESOURCES

[2026 City Budget](#)

[2025 Comprehensive Plan](#)

[Police Department](#)



Federal Heights



**TO
APPLY**

Apply Online: gmphr.com

First Review: November 29, 2026

More Info: Carol Cummings, GMP Consultants
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