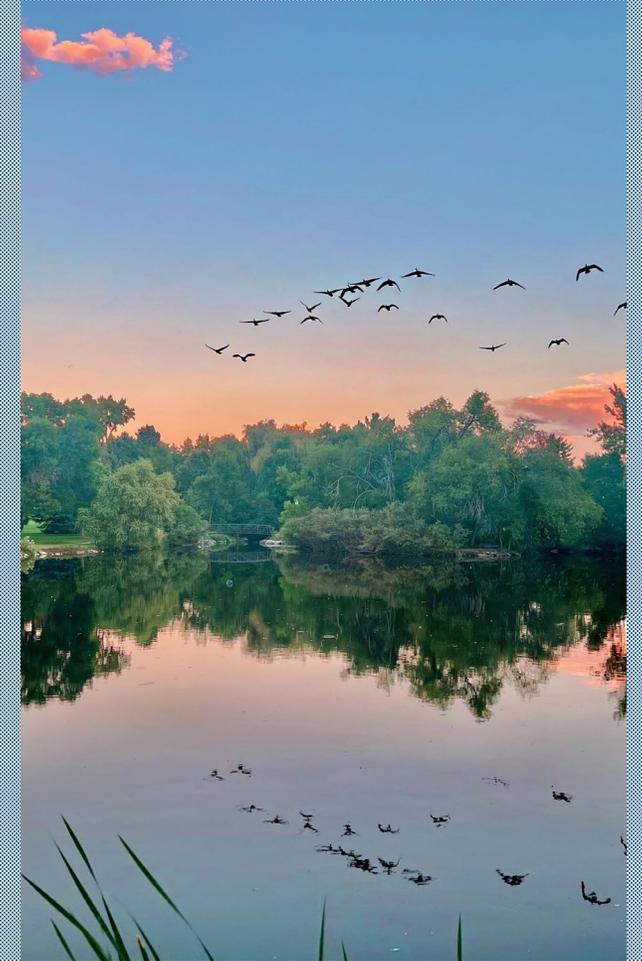


POLICE CHIEF SEARCH OVERVIEW

Tracy Hooker, HR Director

Lynn Johnson, Managing Partner, KRW

MARCH 10, 2026



PROGRESS TO DATE

- City Manager listening tour (ride-alongs and meetings)
- City staff researched reputable search firms specializing in Chief of Police
- Sought references/recommendations from other municipalities
- Identified four search firms to be interviewed:
 - KRW Associates
 - SGR - Strategic Government Resources
 - Public Sector Search
 - PERF - Police Executive Research Forum
- Selected KRW based on expertise, local proximity, and value

WHY USE A SEARCH FIRM?

Benefits:

- Facilitation of external focus groups by a neutral party
- Management of feedback from various stakeholders
- Expertise in Police Chief recruitments
- National talent pool access through firms' network, including passive candidates
- Search firms emphasize "fit" rather than just credentials, ensure alignment with City values
- Manages outreach, background screening, social media screening
- 12-month placement guarantee

ABOUT KRW ASSOCIATES, LLC

KRW

- Established in 2007
- Headquartered in Arvada
- Specializations:
 - Executive Search
 - Organizational Assessments
 - Leadership training and strategic planning in the public sector
- Motivations for the work

Prior Police Chief Recruitments

City of Englewood	City of Louisville
City of Sheridan	Town of Silverthorne
City of Fort Collins	City of Grand Junction
City of Greeley	Town of Breckenridge
City of Idaho Springs	City of Trinidad
City of Glenwood Springs	Town of Johnstown

ESTIMATED TIMELINE OF RECRUITMENT PROCESS

Weeks 1-4

- Several focus groups conducted with PD, City Leadership, and community stakeholders
- Prepare and post opportunity on various posting sites and outreach occurs

Weeks 5-8

- Position is posted for 30 days while applications are submitted
- Thorough screening completed by KRW and candidates ranked into 3 “tiers” (A, B, and C)
- Semi-finalists are selected in collaboration with City Leadership

Weeks 9-12

- Screening interviews conducted by KRW
- Identify finalists based on interviews
- On-site interviews scheduled at Littleton Center
- Finalist selected

DESIRED ATTRIBUTES

- What attributes would City Council like to see in the next Littleton Police Chief?

Q & A

- Any questions?