

# POLICE CHIEF

GOLDEN VALLEY *Minnesota*



## Why Apply?



This position offers a unique opportunity to lead and inspire a highly engaged and dedicated staff, build a strong culture of excellence, and partner effectively with the community to ensure exceptional service delivery. The Golden Valley Police Department enjoys robust community support, as well as a supportive City Council and City leadership. All partners are enthusiastic and ready to actively participate in supporting the new Chief to shape the police department's future vision. The City itself is financially strong, and supportive of innovative programs and initiatives that enhance public safety. If you are ready to build a legacy and value a supportive and collaborative environment in a close knit and welcoming suburban community, Golden Valley may be the opportunity for you.





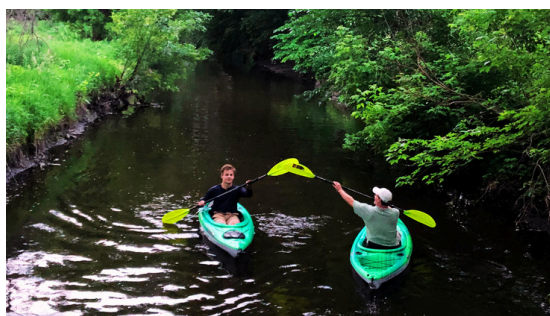
## *Welcome to* GOLDEN VALLEY

Golden Valley is a first-ring suburb of Minneapolis, conveniently located just five miles west of downtown. With a population of 22,300, the city is known for its natural beauty, all within easy reach of the Twin Cities. Its tree-lined streets, well-maintained parks, and safe, welcoming neighborhoods make Golden Valley an ideal community for families, professionals, and retirees seeking a high quality of life with the convenience of urban proximity.

Named for the rolling prairie landscapes that once dominated the area, Golden Valley has grown alongside the expanding Minneapolis suburbs and has a diverse economy anchored by multinational companies such as Pentair, Honeywell, and Allianz Life. The iconic American food manufacturer General Mills is headquartered in Golden Valley on an 85-acre campus.

Nature and recreation are central to life in Golden Valley. Fifteen percent of the city—more than 1,035 acres—is dedicated to parks and open space, including over 30 city-managed parks and nature areas and nearly 50 miles of trails that connect to the broader regional system. The city's 33-acre Brookview Park has long served as a beloved community gathering place for concerts, ice cream socials, and year-round activities. The park features a community and event center, sports fields, nature and cross-country ski trails, an expansive golf course, and a playground with interactive water features.

The city gathers to celebrate its community spirit at annual events like the Golden Valley Arts & Music Festival, Blizzard Bash, Pride Festival, Run the Valley Race and Walk, Ice Cream Social, Market in the Valley, and Concerts in the Park. The region is served by Minneapolis–St. Paul International Airport, located just 15 miles away.





# THE CITY OF GOLDEN VALLEY

Incorporated in 1886, Golden Valley is a full-service city serving a population of 22,300 across 10.5 square miles. During the workday, the population doubles due to the influx of the corporate workforce. The City operates with a 2025 budget of \$31.7 million (general fund) and a team of 160 FTEs. Departments include Administrative Services, City Manager, Communications, Community Development, Fire, Finance, Legal, Parks & Recreation, Police, and Public Works.

Golden Valley is a statutory “Plan B” city, governed by a City Council consisting of a Mayor and four Council Members, all elected at large. The Council appoints a City Manager to serve as the executive officer responsible for administering all City business and implementing Council policies and directives. Noah Schuchman has served as City Manager since March 2024. Golden Valley takes pride in being a diverse and welcoming community, with governance guided by strategic directives and organizational priorities.



## THE POLICE DEPARTMENT

The Golden Valley Police Department (GVPD) is a full-service police department serving the city of Golden Valley, Minnesota. In collaboration with the community, the Department takes pride in delivering timely, impartial, and professional police services, while reducing crime through prevention education, community outreach, and criminal justice partnerships.

GVPD provides 24/7 patrol and emergency response, enforcing laws and maintaining public safety across the community. GVPD emphasizes crime prevention, community engagement, and data-driven strategies while offering comprehensive public-safety services. The Department also supports the community through roles such as CSOs, a crime analyst, and an embedded social worker.

The Department operates with a 2025 budget of \$8 million and staffing of 44 FTEs: Police Chief, Assistant Chiefs (2), Sergeants (7), Detective Sergeant, Patrol Officers (14), Detective, Community Service Officers (6), Crime Analyst Supervisor, Support Services Supervisor, Investigative Assistant, Administrative Assistants (2), and Office Assistant. In 2024, the Department responded to 18,153 calls for service.







## THE POLICE CHIEF

Reporting to the City Manager, the Police Chief is responsible for the supervision of police personnel and overall operation of the police activities and for enforcement of all laws and regulations under the Police Department jurisdiction. Additionally, the Police Chief is responsible for working collaboratively with all City departments to ensure all police services are conducted in a transparent, fair and equitable manner consistent with the values of the City of Golden Valley, the City Council, and the community.



## OPPORTUNITIES & CHALLENGES:

- Recruiting and retention of police officers continues to be a challenge nationwide. GVPD has made good strides in rebuilding and restaffing the department, but more work needs to be done to recruit, hire, and retain well qualified officers.
- The new Chief will need to ensure GVPD is meeting all compliance requirements and following best police practices, particularly at it relates to policies and procedures.
- In alignment with the community and city culture, the new Chief will have the opportunity to implement innovative public safety strategies to enhance internal operations and meet community needs, such as the City's Expanded Response Program.
- The new Chief will be key in the design and implementation of a new public safety building.
- The new Chief will need to work in partnership with City leadership to strengthen and align relationships across the City.





## IDEAL CANDIDATE TRAITS

- Brings tenured, stable leadership with a focus on building organizational culture.
- A visionary leader who will hold themselves and others accountable.
- Possesses strong interpersonal skills, including the ability to communicate clearly and effectively.
- Has strong demonstrable experience with budgets, policies, procedures, regulatory compliance, and labor relations.
- Mentors and encourages future leaders.
- Will work effectively with community partners, City departments, and elected officials.
- Demonstrates strong alignment with the City's 2030 Strategic Directives and City Strategic Plan.
- Transparent, collaborative, and inclusive.
- An innovative leader who seeks emerging technologies with a focus on best police practices.





# EDUCATION & EXPERIENCE

- Bachelor's degree in criminal justice, public administration or a related field, or equivalent combination of education and experience.
- 8 years of increasingly responsible experience in Police supervision, administration, and planning with at least three years of experience above the rank of Police Sergeant.
- Certified and in compliance with minimum standards as set forth by the Minnesota Board of Peace Officer Standards and Training.
- Valid and unrestricted Class C or D driver's license.

## DESIRED QUALIFICATIONS:

- Masters Degree in a related field.
- Completion of a professional leadership program such as FBI National Academy, Southern Police Institute, or Northwestern Staff and Command.
- Currently licensed by Minnesota Board of Peace Officer Standards and Training (POST) or eligible for license restoration in the state of Minnesota, or able to meet POST out-of-state reciprocity requirements.
- Demonstrated experience in strengthening organizational culture and partnering collaboratively with community stakeholders.

# COMPENSATION & BENEFITS

The City of Golden Valley offers an annual salary range of \$158,454 to \$211,120 for this position, depending on qualifications and experience, along with a comprehensive [benefits](#) package.

## TO APPLY

**Apply Online:** [gmphr.com](http://gmphr.com)

**First Review:** February 8, 2026

**More Info:** Tom Davis, GMP Consultants  
[tdavis@gmphr.com](mailto:tdavis@gmphr.com) / (425) 263-0704



## RESOURCES

[City 2030 Strategic Directives](#)

[City Strategic Plan](#)

[City Budget](#)

[Police Department Core Values](#)

[Collaborative Solutions Report](#)

[Expanded Response – Community Input Report](#)

