



CITY OF AURORA, COLORADO

Public Safety Accountability Manager

THE CITY

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Space Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-American City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 404,200 residents choose to call Aurora home, and over 24,000 businesses are licensed in Aurora making it the third largest city in Colorado and the 51st largest in the United States. The city covers 164 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population and one in five residents is foreign-born, which is also reflected in the many ethnic and independent restaurants and thriving arts scene in the community.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado life has to offer. Aurora has five golf courses, two reservoirs, nearly 100 developed parks, and over 8,000 acres of natural areas open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.



GOVERNANCE

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has 30 boards, commissions, committees, and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council. The City is composed of approximately 3,563 full-time employees and a FY27 general fund budget of \$541,338,681.

■ THE ORGANIZATION

It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization, guiding the decisions of the individuals and the organization. At the City of Aurora, we demonstrate our excellence by modeling the **CORE 4 Values** of: **Integrity, Respect, Professionalism, and Customer Service**, and we welcome all who share these values to apply.

Why Work for Aurora?

- ◆ Make a difference in the lives of real people every day.
- ◆ Diverse Community
- ◆ Competitive total compensation package
- ◆ Well-Funded General Employees Retirement Plan
- ◆ Light rail stations minutes away
- ◆ On-site fitness center and wellness programs
- ◆ Internal educational programs to assist with career advancement.
- ◆ Access to innovative workspaces and remote work opportunities

For further information, please visit the city's website at www.auroragov.org.



■ POSITION OVERVIEW

Under administrative guidance of the City Manager, the Public Safety Accountability Manager serves as the City's independent civilian oversight leader responsible for strengthening transparency, accountability, public trust, and continuous improvement across public safety services. This new position leads the Public Safety Accountability Division and oversees the review and monitoring of complaint investigations, critical incidents, discipline-related processes, accountability systems, and organizational trends involving police, fire, emergency communications, detention, sworn and non-sworn personnel, and other public safety agencies or activities.

Acting as an objective and impartial accountability professional, the Manager works collaboratively with City leadership, Public Safety Policy Committee, public safety departments, legal counsel, community stakeholders, and external oversight partners to ensure accountability processes are fair, thorough, transparent, and responsive to community expectations. The position provides both case-specific oversight and system-wide analysis, helping the City identify opportunities to enhance public safety practices, policies, training, and organizational performance.

*Essential Duties and Responsibilities for the **Public Safety Accountability Manager**:*

Independent Civilian Oversight & Accountability -

Provides independent civilian oversight of public safety accountability processes by reviewing complaints, investigations, critical incidents, and disciplinary matters to ensure compliance with applicable laws, policies, and professional standards while maintaining fairness, integrity, consistency, and public confidence.

Strategic Leadership & Division Management -

Provides overall leadership and direction for the Public Safety Accountability Division through strategic planning, operational oversight, and responsible management of division resources to achieve organizational goals and accountability objectives.

Investigative Review & Quality Assurance -

Evaluates investigations, disciplinary actions, and accountability processes to ensure they are thorough, objective, consistent, and compliant with established standards while identifying opportunities to strengthen investigative practices and quality assurance.

Policy Review, Risk Identification & Continuous Improvement

- Analyzes complaint trends, investigations, critical incidents, policies, and operational data to identify systemic issues, evaluate organizational effectiveness, assess risk, and develop recommendations that strengthen accountability systems and support continuous improvement.

Community Engagement, Trust Building & Transparency

- Serves as a visible liaison between the city, public safety departments, and the community by coordinating complaint intake, facilitating communication, explaining accountability processes, and leading outreach efforts that promote transparency, public understanding, and trust.

Stakeholder Collaboration & Partnership

Management - Partners with internal and external stakeholders to strengthen accountability systems, advance process improvements, provide trusted guidance, and align organizational efforts around shared accountability priorities.

Data Analysis, Reporting & Executive Advising

- Analyzes accountability data, investigative outcomes, discipline trends, and critical incidents to develop performance measures, prepare executive reports and briefings, present findings and recommendations, and support informed decision-making while balancing transparency, confidentiality, and legal requirements.

Best Practices, Compliance & Professional Standards

- Monitors emerging legislation, regulations, industry trends, and national best practices in civilian oversight and public safety accountability to recommend improvements, strengthen organizational compliance, and ensure alignment with evolving professional standards.



■ CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate will be a dynamic, innovative, and highly respected leader who serves as a trusted steward of public accountability and community trust. The new Public Safety Accountability Manager shall embody the highest standards of integrity, professionalism, transparency, and ethical conduct while demonstrating the judgment and credibility necessary to navigate complex, sensitive, and high-profile issues.

The new leader will be collaborative, engaging and values diverse perspectives, fosters open communication, and builds strong relationships across City leadership, public safety agencies, oversight partners, and community stakeholders. Through their ability to inspire confidence and establish mutual trust, they create productive partnerships that support fair, transparent, and effective accountability practices.

The successful candidate is an exceptional communicator who can effectively engage diverse audiences, explain complex issues with clarity, and facilitate constructive dialogue among stakeholders with varying interests and perspectives. They possess strong political acumen, negotiation skills, and emotional intelligence, allowing them to influence outcomes, resolve conflict, and build consensus while maintaining independence and objectivity. As a leader in this newly established role for the City of Aurora, they are committed to creating a culture of accountability, respect, trust, and continuous learning that encourages professional growth and organizational excellence.

This individual combines strong strategic thinking with a deep understanding of law enforcement operations, civilian oversight, accountability systems, and criminal and administrative investigative practices. They are skilled at analyzing complex information, identifying systemic issues and operational trends, and developing practical recommendations that strengthen policies, procedures, training, and accountability processes.

The new Public Safety Accountability Manager shall be equally committed to community engagement and transparency and understand the importance of outreach, public education, and responsive communication in building public confidence. Through sound judgment, thoughtful decision-making, and a commitment to continuous improvement, they will help ensure public safety services are delivered in a manner that reflects the City's values and the community's expectations.

■ MINIMUM QUALIFICATIONS

- ◆ Bachelor's Degree in Criminal Justice, Public Administration, Public Policy, Political Science, Law, Sociology, Organizational Leadership, or a closely related field. Related Master's Degree or Juris Doctorate preferred.
- ◆ At least six (6) years of progressively responsible professional experience in civilian oversight, public safety accountability, administrative investigations, auditing, compliance, legal or policy analysis, civil rights, public administration, law enforcement oversight, or a closely related field
- ◆ Three (3) years of supervisory, management, or program leadership experience.
- ◆ Certification or training in civilian oversight, administrative investigations, mediation, auditing, compliance, or related professional discipline is preferred and may be required within a timeframe established by the City.

An equivalent combination of education, training and experience that demonstrates required knowledge, skills and abilities may be considered.

■ COMPENSATION AND BENEFITS

The hiring range for this position is **\$130,000 - \$160,000**.

The salary range for this position is **\$112,800 - \$141,000 - \$176,250**.

The starting salary will be commensurate with the qualifications and experience of the selected candidate. ***This position is eligible for a flexible/hybrid work schedule, but candidates must reside in proximity to the Greater Aurora/Denver Metro Area.*** The City offers an attractive benefit package.

To learn more, go to: https://www.auroragov.org/city_hall/working_for_the_city/benefits__retirement



■ APPLICATION PROCESS

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Friday, September 18, 2026**. Please submit your materials to: <https://www.cpsshr.us/recruitment/2643>.

For additional information about this position please contact:

CPS HR CONSULTING
Your Trusted HR Advisor For 40 Years

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Candidates deemed to have the most relevant and strongest backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process with the City. An appointment is anticipated upon the completion of comprehensive reference and background checks.