

POLICE CHIEF

CITY OF GILLETTE *Wyoming*



Why Apply?



This is an excellent opportunity to lead a well-supported police department in one of Wyoming's key economic communities. The current Chief recently retired after nearly 35 years of service to the Gillette Police Department, creating a rare leadership transition. The next Chief will guide a young, highly engaged, and dedicated team, strengthen a culture of excellence and professionalism, and build strong community partnerships to ensure exceptional service delivery.

The Department is well-funded and enjoys strong community support, with a City Council and executive leadership team that prioritize public safety. Partners across the community are engaged and eager to support the new Chief in shaping the department's future vision. The City of Gillette is financially stable and supportive of innovative public safety initiatives that enhance service delivery and outcomes. If you are ready to build a lasting legacy in a collaborative, close-knit, and welcoming community, this could be the opportunity for you.



Welcome to GILLETTE

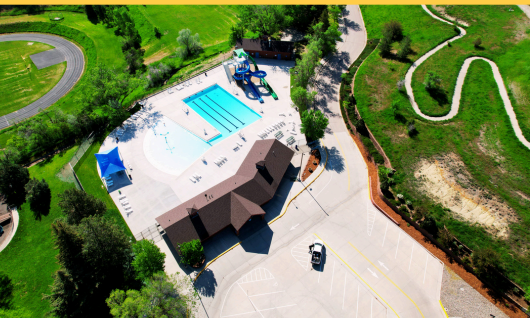
Located along Interstate 90 in northeastern Wyoming, Gillette is a family-friendly community of approximately 34,000 residents known for its strong economy, great schools, Western heritage, and role as a major regional center. Positioned between the Black Hills of South Dakota and Wyoming’s Bighorn Mountains, Gillette is the county seat and largest city in Campbell County.

Founded in 1891 as a railroad town, Gillette lies within the Powder River Basin, one of the most productive energy regions in the United States. Gillette proudly carries the motto “Energy Capital of the Nation,” reflecting the community’s deep connection to mineral extraction, power generation, and energy-related manufacturing. While energy remains the backbone of the local economy, Gillette has developed a diverse business base with Campbell County Health, Gillette College, and the Campbell County School District among the area’s major employers.

Gillette offers a robust array of amenities for a community of its size. Residents enjoy a state-of-the-art recreation center, extensive trail systems, family-friendly parks, two public golf courses, and large multi-field sports facilities like Energy Capital Sports Complex. CAM-PLEX, one of the largest multi-event facilities in the region, hosts concerts, off-Broadway shows, rodeos, conventions, trade shows, and the annual Campbell County Fair, drawing visitors from across Wyoming and neighboring states.

Gillette’s historic downtown continues to evolve with locally owned shops and eateries, along with an expanding collection of public art. In 2025, Gillette’s downtown association earned accreditation through the Main Street America program, reflecting the community’s ongoing commitment to downtown revitalization.

Surrounded by high plains, with access to mountains, streams and reservoirs within a one-hour drive, Gillette offers access to four-season outdoor recreation across some of Wyoming’s most scenic and wide-open landscapes. Gillette also welcomes visitors traveling to popular destinations such as Devils Tower National Monument, the Bighorn Mountains, and Mount Rushmore National Memorial. Northeast Wyoming Regional Airport serves the area with commercial flights through United Express.



THE CITY OF GILLETTE

The City of Gillette serves a population of 34,000 across 23 square miles, with a regional service area population exceeding 40,000 located within a five-mile area surrounding the City. With a proposed FY 2027 budget of \$163 million, Gillette’s team consists of 307 full-time employees. City departments include City Administration, City Attorney’s Office, Human Resources, Finance, Public Affairs, Police, Development Services, Public Works, and Utilities.

Incorporated in 1892, the City of Gillette operates under the Council-Administrator form of government, with a mayor elected at large and a City Council comprised of six members, with two elected from each of the City’s three wards. All serve a four-year term.

Mayor Shay Lundvall has been serving in his position since 2023 after previously serving on City Council since 2017. Mike Cole has served as City Administrator since September 2023, after previously serving as interim administrator and Utilities Director.



THE POLICE DEPARTMENT

The Gillette Police Department (GPD) is responsible for all law enforcement and public safety matters within the city limits of Gillette. The Department serves a community with significant daily commuter and visitor traffic tied to the energy industry, regional shopping, CAM-PLEX events, and Interstate 90. Responding to more than 30,000 calls for service annually, the Department operates with a proposed FY 2027 budget of \$16.7 million and is comprised of 63 sworn members—including the Police Chief—and 36 civilian employees.

GPD is a full-service law enforcement agency organized into three primary commands: Administration, Operations, and Support Services. The Operations Command provides 24/7 patrol services and includes specialized units such as the Special Response Team (SRT), K-9 Operations, Traffic and Street Crimes, School Resource Officers, and Community Service Officers. Support Services oversees investigations, communications and 911 dispatch, recruitment and training, juvenile services, property and evidence, and animal control operations. The Administrative Command provides leadership in strategic planning, budgeting, accreditation, policy development, professional standards, records management, information services, and victim services.





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THE POLICE CHIEF

Reporting to the City Administrator, the Police Chief is a high-profile position responsible for directing the operations of the City of Gillette Police Department. Direct reports include the Deputy Chief of Police, two Police Captains, and an Administrative Coordinator.

OPPORTUNITIES & CHALLENGES:

- Successfully complete CALEA accreditation, building on the department’s preparation efforts since 2022, with the goal of completing the initial assessment by mid-2027.
- Build and develop a strong partnership with other Wyoming law enforcement agencies, including mutual aid and sharing of specialty teams and resources (e.g., Campbell County Sheriff's Office, Wyoming Division of Criminal Investigation, Wyoming Highway Patrol).
- Implement policies and procedures that promote officer wellness and support positive mental health across the organization.
- Strengthen recruitment, retention, and organizational culture to establish Gillette as a destination employer within Wyoming and the region.





IDEAL CANDIDATE TRAITS

- Innovative with a demonstrated ability to see the big picture.
- Embraces technology and brings enthusiasm, creativity, and fresh ideas.
- Leads by example with personal integrity, a strong ethical framework, and a principle-based approach to organizational leadership and decision-making.
- Fosters a positive and ethical internal organizational culture.
- Treats all people with dignity and compassion while respecting diverse points of view.
- Holds self and all agency employees accountable for performance and profession-best practices.
- Is visible, available, engaging, authentic, and demonstrates humility through a people-centered management approach.
- Possesses strong interpersonal skills and emotional intelligence, with the ability to communicate openly, professionally, and effectively—in person and in writing—across the organization and community.
- Builds and maintains positive community relationships and trust. Is a tactful and mutually respectful team player who collaborates effectively with peer department heads, agency staff, elected officials, and community partners, such as Campbell County School District, Gillette College, Circuit and District Court, and local business owners.
- Mentors future leaders and fosters a culture of continuous education and professional development for all staff, supported by a clear and verifiable succession planning process.
- Demonstrates experience implementing modern, evidence-based policing strategies.
- Demonstrates strong fiscal management and strategic planning abilities.

EDUCATION & EXPERIENCE

- Bachelor's degree in criminal justice, public administration or a related field, or equivalent combination of education and experience. (Master's degree preferred).
- Sufficient experience to thoroughly understand the diverse objectives and functions of the department's subunits, usually interpreted to require 3 to 5 years of related experience to include at least two years of assignment as a manager in law enforcement holding the rank of lieutenant or higher.
- Possession of or ability to readily obtain a valid driver's license issued by the State of Wyoming.
- Possession of or ability to readily obtain a Professional Peace Officer Certification issued by the Wyoming Peace Officer Standards and Training Commission.
- Preference given to applicants with an advanced degree in criminal justice, public administration, or law.

COMPENSATION & BENEFITS

The City of Gillette anticipates a hiring range of \$165,000 – \$175,000 within the full salary range of \$137,897 - \$227,530. Actual salary upon placement will be dependent on the qualifications and experience of the successful candidate. The City also offers a comprehensive [benefits](#) package and Wyoming does not have a state personal income tax. The selected candidate must reside within the City's service area for emergency response, although residency within city limits is not required.



RESOURCES

[FY 2027 Budget](#)

[City Vision Statement](#)

[City Comprehensive Plan](#)

[City Org Chart](#)

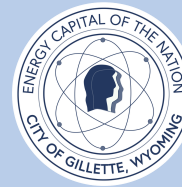
[Police Org Chart](#)

[Police Recruitment Video](#)

[Police Recruitment Brochure](#)

[Gillette Main Street](#)

[Campbell County Chamber of Commerce](#)



TO APPLY

Apply Online: gmphr.com

First Review: **June 28, 2026**

More Info: **Tim Troxel, GMP Consultants**
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