

CHARLIE SCHOEPFLIN

CHIEF OF POLICE

Community Solutions | Organizational Law Enforcement Leadership | Crime Prevention

Accomplished law enforcement management professional with extensive experience providing the leadership and direction needed to drive the achievement of key community law enforcement-related goals and objectives. Able to provide wide-ranging staff leadership through the development and execution of strategy designed to prevent crime and protect lives and property within the community while ensuring the safety of the officers managed. Proven strength in building and maintaining long-term, professional relationships with strategic community partners and law enforcement stakeholders based on the effectiveness of the leadership and solutions provided. Passionate about the impact that proper law enforcement can have within the community.

AREAS OF EXPERTISE

- Program Management
- Staff Training & Development
- Regulatory Compliance
- Stakeholder Communication
- Law Enforcement Best Practices
- Human Resource Management
- Strategic Community Partnerships
- Crisis Management/Risk Mitigation
- Strategy & Execution
- Community Engagement
- Staff Recruitment
- Budget Management

PROFESSIONAL EXPERIENCE

COMMERCE CITY POLICE DEPARTMENT, *Commerce City, CO*
Commander, Administrative/Support Operations Bureau, (2019 - Present)

2006 - Present

- Oversee the Department Records Unit pertaining to Records Custodian, Criminal Records Management, Digital Records Management, CORA/CCJRA Coordinator, and NIBRS Reporting.
- Manage the oversight of the Property/Evidence Unit regarding Criminal Evidence Management, Property Management, and Property/Evidence Destruction.
- Direct, coordinate, and manage the department's Training/Recruiting Unit and approve the Annual Training Plan for the department.
- Develop and coordinate the training staff, training records, department in-service training, Police Recruit in-house training academy, and new employee on/off-boarding.
- Work with the unit on new employee recruiting/selection and Human Resources in bringing on new employees.
- Direct the department's Vehicle Fleet management (100 vehicles), vehicle inventory control, and Special Event Planning/Coordination, including off-duty police service management for Dick's Sporting Goods Park (KSE), Wal-Mart, and Mile High Flea Market.
- Provide Planning/Incident Command for well over 100 Sporting/Concert Events, including MLS-Major League Soccer, US National Team Soccer, High School Soccer, International and World Cup Soccer matches, World Lacrosse Championships, MCLA-Men's Collegiate Lacrosse Association Championships, "Phish" Music Concert, Memorial Day Parade, 4th Fest (4th of July Fireworks/MLS Soccer/Family Entertainment), "Rock the Range" Music Concert, 911 Freedom Rally, "Every 15 Minutes" (Educational No Drinking and Driving Campaign), and "Dave Matthews Band" Music Concert.
- Coordinate, manage, and write contracts and proposals for all departmental services and serve as the department's liaison to the City Attorney for these services.
- Direct Budget & Procurement Control for the department services and oversee grant research and management.
- Partner with Command Staff on strategic planning, facility research and development, department performance, and annual reporting.
- Serve as the External Services Coordinator/Liaison for ADCOM Communication Center, Allied Protection Services, Mirage Recovery Towing, and Beacon Security Service, and as the Public Information Officer for the department.

Commander, Special Operations, (2017 - 2019)

- Commanded and oversaw the Department School Resource Officer (SRO) Unit, including developing and collaborating with the City's Recreation Department to develop Youth Service interaction and community engagement with our youth.
- Oversaw the Traffic Unit, managed and developed the Critical Accident Response Team, and led the advancement of traffic safety initiatives for the traveled roadways in the community.
- Managed and developed the Community Service Officer (CSO) Unit, expanding the level of services they provide and utilizing an alternative level of service to the community outside of a police officer.

Professional Experience Continued

- Directed the department's Field Training Officer (FTO) program to develop and recruit officers and standardize the policy and procedures to onboard new officers.
- Coordinated and managed the department's community engagement with the development of Coffee with a Cop, National Night Out, Spanish Community Meeting, North and South Area Commander meetings, Cram the Cruiser, Back up for School, and other community engagement opportunities.
- Collaborated on department FTO Training software in coordinating the FTO program and managing the recruit officers in a platform that monitored and tracked their development.
- Led the department's multi-agency SWAT team in tactical operations related to high-risk incident management, training, and public safety operations, and served as a Public Information Officer for the department.

Commander, Patrol Administration, (2016 - 2017)

- Developed and coordinated the department training for all department personnel (in-service) to comply with Colorado POST Standard requirements and departmental policies.
- Commanded the management of the department's Fleet Operations in conjunction with Public Works, setting the upfitting of new vehicles and decommissioning the older vehicles going out of service.
- Directed the department's multi-agency SWAT team in tactical operations related to high-risk incident management, training, and public safety operations.
- Developed a standard procedural manual with standards for operations, deployment, recruitment, and training.
- Coordinated and managed the department shift bid process to comply with the collective bargaining agreement and provide 24-hour-a-day coverage for the community.
- Created policies for the department as needed to comply with legislative changes or procedural updates.
- Managed the department's Field Training Officer (FTO) program to develop and recruit officers and standardize the policy and procedures to onboard new officers.
- Conducted internal investigations as needed and provided Command Review of alleged policy violations, use of force, or civil rights violations.
- Served as a Public Information Officer for the department.

Commander, Patrol, (2015 - 2016)

- Oversaw the daily operations of Patrol, with South Sector Area responsibility related to crime, community engagement, and supervision, and guided subordinates on more difficult operations and administrative issues.
- Directed major projects which supported departmental infrastructure and ensured City and departmental personnel policies and procedures were appropriately administered.
- Supported the Deputy Chief of Police in policy, officers' training, equipment and technology systems selection, and personnel assignments.
- Updated the Deputy Chief of Police regarding all investigations, the status of projects, and personnel matters.
- Advised and assisted in developing the departmental direction, priorities, goals, and objectives to meet City, department, and community needs.
- Assisted in establishing and implementing internal departmental organization, management systems, and internal/external communications that effectively meet operational goals and objectives.
- Developed and implemented modern law enforcement systems and practices.
- Served as liaison between the Police Department and other City departments, initiating and coordinating relations with business and community groups, and as a Public Information Officer for the department.
- Prepared, analyzed, and recommended annual budget proposals and monitored current expenditures from the divisions in collaboration with the Finance Department.
- Used independent judgment and discretion in supervising subordinates, handling emergencies, determining and formulating procedures, resolving issues, and advising the Deputy Chief of Police regarding public safety and related matters.
- Worked collaboratively with Command Staff on strategic planning, budgeting, and department needs to serve the community best.

Commander, Investigations, (2013 - 2015)

- Commanded and oversaw the Department Investigation Bureau for criminal investigations, evidence management collection, training, and providing support with comprehensive investigations.
- Provided mentoring and leadership to the Investigations Supervisors to drive performance improvements.
- Managed all oversight of the Crime Scene Investigators for criminal evidence collection and crime scene management.
- Coordinated and managed all available investigative resources and developed state and federal agency contacts to assist with the department's needs in furthering the joint criminal investigations expanding outside of the community.
- Served as the department liaison to the District Attorney's office, providing wide-ranging support to establish a solid working relationship to pursue justice for victims of crime and as a Public Information Officer for the department.

Professional Experience Continued

- Developed and managed a multi-agency Victim Services Unit to provide better coverage and services to our victims of crime and led Budget & Procurement Control for Investigations Services.
- Worked collaboratively with Command Staff on strategic planning, development needs, and department performance.

Traffic Unit/Special Events Coordinator Sergeant, (2011 - 2013)

- Led the day-to-day supervision of public safety and Traffic Unit operations and exercised broad discretion in coordinating leadership and management of public safety personnel in the Traffic Unit.
- Drove efforts related to performance, discipline, training, coaching, mentoring, and scheduling team members within the Police Department.
- Ensured the efficiency and effectiveness of team personnel by assigning duties and responsibilities and communicating pertinent information, including changes in policy and procedure and information from patrol shifts and operational units.
- Responsible for ensuring assigned personnel were well informed regarding departmental policies and procedures and that the policies and procedures were followed during their shifts.
- Manage the department's Special Event Planning/Coordination, including off-duty police service management for Dick's Sporting Goods Park (KSE), Walmart, and Mile High Flea Market.

Patrol Sergeant, (2010)

- Perform a variety of management functions to ensure the enforcement of laws and the prevention of crime.
- Responsible for smooth operations of an assigned shift and performing various administrative tasks, including reading and approving reports, traffic summons, complaints, and personnel investigations.
- Kept informed of conditions throughout the City on all issues impacting the community or department and made the appropriate decisions to manage these circumstances.
- Provided an open line of communication to supervised personnel on department updates and changes and leadership and mentoring to patrol personnel on a variety of issues.

Investigations Sergeant, (2006 - 2010)

- Supervised and coordinated comprehensive investigations in many different areas of crime and led and/or assisted on a wide range of criminal complaints related to persons and property crimes.
- Provided wide-ranging mentoring, leadership, and direction to Investigative personnel, including annual performance evaluation.
- Supervised the investigation of all categories of crimes based on the needs of the department and the community.
- Oversaw the Victim's Service Unit and managed the Crime Scene Investigator Unit and the Property/Evidence Unit.

PREVIOUS EMPLOYMENT: North Metro Drug Task Force Detective/Patrol Officer - Commerce City Police Department, Patrol Officer - Arvada Police Department, Deputy Sheriff - Jefferson County Sheriff's Department.

EDUCATION & TRAINING

Bachelor of Science, Criminal Justice - Metropolitan State University, Denver, CO

School of Police Staff and Command (Class 466) Northwestern University, (2019)
Federal Bureau of Investigations - Law Enforcement Executive Development Association (FBI-LEEDA) Trilogy, (2018): Executive Leadership Institute, Command Leadership Institute, Supervisor Leadership Institute
Senior Management Institute of Police, Police Executive Research Forum (PERF) - Boston University (Session 65), (2016)
International Association of Chiefs of Police: Leadership in Police Organizations

Incident Command System (ICS) 800, 700, 400, 300, 200, IS-195, 100

At Scene Collision Investigation (Level I & II)

Abuse/Sexual Assault Investigations, Lethal Force Investigation Seminar, Homicide Investigation, K-9 Search and Seizure Legal Update, K-9 Administrative Course, Basic Community Police Training, SWAT Immersion Course

MILITARY EXPERIENCE

Corporal - United States Marine Corps. (Honorable Discharge)

PROFESSIONAL AFFILIATIONS

Board Member - Colorado Information Sharing Consortium (CISC)

Professional Experience Continued

Chair - Adams County 911 Police Task Force

Member - International Association of Chiefs of Police