

Town of Estes Park, CO

Chief of Police

Salary Range:
\$125,312—\$181,702 DOQ
Plus, excellent benefits

Seeking law enforcement professionals with command-level experience and strong leadership capabilities.

The Town of Estes Park is being assisted by KRW Associates, LLC.

Submit application materials to: apply@KRW-associates.com

Deadline: **August 17, 2022 (5:00 PM Mountain)**





The Opportunity

The Town of Estes Park, Colorado is seeking law enforcement professionals with proven and successful command-level leadership experience to apply for the Chief of Police. The Chief reports to the Town Administrator and leads a department of 38 sworn and non-sworn professionals.

In Estes Park, there is a strong commitment to maintaining the Town as a great place to live work and play and where public safety and continued economic sustainability are important goals.



The Town & Surrounding Community

The Town of Estes Park, Colorado is located in Larimer County, nestled in the mountains at the eastern entrance to Rocky Mountain National Park (RMNP), 70 miles northwest of Denver.

Estes Park is a full-service community, with a population of surrounding unincorporated portion of Larimer County. The combined population forms what is referred to as the Estes Valley.

Location is one of Estes Park’s primary strengths. It provides easy access to world-class outdoor recreation, urban amenities, and to Denver International Airport (90 minutes).

Surrounded by some of the most spectacular scenery in the Rocky Mountains, Estes Park is a well-known tourist destination, with more than 4 million people visiting RMNP annually, staying in Estes Park’s 150 lodging establishments, and dining at one of the many restaurants in town.

A wide variety of wildlife is found throughout the valley including elk, deer, birds, and bighorn sheep.

The Town has an active and involved population that is drawn to Estes Park’s spectacular natural setting, outstanding recreational and cultural opportunities, and more than 300 days of sunshine per year.

Adding to the quality of life are Estes Park’s low crime rate, excellent medical facilities (Estes Park Health), quality schools ([Park School District R-3](#)), and a wide range of municipal services.

Estes Park and Rocky Mountain National Park welcome numerous guests for vacation, events and conferences. While here they enjoy the many cultural, recreational, and shopping opportunities that abound in the Estes Valley.

MISSION

Provide high-quality, reliable services for the benefit of our residents, guests, and employees, while being good stewards of public resources and our natural setting.



The Organization

The Town is a municipal corporation and was incorporated in 1917. As a statutory Town, it operates according to the State Constitution, the laws of the State of Colorado, and the ordinances adopted by the Town Board.

The Town is governed by a Board of six Trustees and the Mayor. The Mayor is elected at-large for a four-year term and the Trustees are elected at-large for staggered four-year terms of office. The Town has a Board-Administrator form of government and the Town Administrator serves at the Board’s pleasure.

The Town is considered a mountain resort community and relies primarily on sales and use taxes to support its operations. The municipal property tax is extremely low. The General Fund budget for 2022 is approximately \$20 million.

Detailed budget data may be found at: [Budget & Capital Improvement Plan | Town of Estes Park \(colorado.gov\)](#)



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The Police Department

Led by the Chief of Police, the Police Department is comprised of sworn and non-sworn professionals who serve in either the Operations or Support Services Division.

The Operations Division is responsible for police response within the Town of Estes Park and includes sworn patrol officers, investigations Code Enforcement, seasonal Community Service Officers, and special assignments, such as School Resource Officer.

The Support Services Division consists of the Estes Park Emergency Communications Center, Records Unit, Estes Valley Restorative Justice Partnership, and Police Auxiliary.

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The Position

The Chief of Police provides overall direction and leadership for the Police Department. In addition, and in accordance with the goals and strategic plan set by the Town Board and Town Administrator, the Chief directs and leads the other public safety related initiatives and activities.

The Chief's responsibilities include the following:

- Planning, coordinating and providing oversight for the Police Department staff and budget. Ensure proper police and public safety staffing levels are evaluated and presented annually.
- Providing administrative oversight for the development and evaluation of police services and public safety programs.
- Conducting Research to develop, draft, promulgate, and implement Departmental policies and procedures required to achieve the objectives of the department in a safe, legal, efficient and effective manner.
- Ensure that all relevant Federal, State and local laws and ordinances are enforced.



- Monitor changes in laws, court decisions, regulations and technology that may affect departmental operations. Implement policy, procedural and operational changes as required.

- Review recommendations from supervisory personnel concerning the hiring, discipline, evaluation, promotion, and/or termination of all assigned officers and civilians.
- Command police force during emergencies.
- Foster cooperative working relationships with elected/appointed Town officials, other Town departments, partnering local, State and Federal agencies, various public and private groups, and the general public.
- Coordinate plans and activities with other Department supervisors.
- Work with outside groups to plan events and activities which have public safety involvement.
- Maintain Governmental Agreements with other organizations.
- Prepare and present periodic reports and presentations as required.
- Represent the Town in public meetings or gatherings and participate in discussions or fact finding sessions in public safety related areas.
- Respond to questions from officers and provide direction and advice as appropriate.
- Ensure that Professional Standards accreditations are maintained through Colorado Association of Chiefs of Police (CACPP).



Characteristics & Competencies

- A strong leader with unquestioned integrity.
- A team-builder who understands and shapes a positive and professional organizational culture.
- A collaborator who ensures professional engagement and cooperation with other Town Departments to effectively address matters of public safety.
- An excellent communicator, who communicates effectively both internally and externally, practices active listening, and provides timely follow-up and feedback to all requests.
- Understands and is sensitive to the realities of policing a Colorado Mountain Resort Community—specifically, understands issues concerning to Estes Park.
- Understands and promotes training at all levels – for both sworn and non-sworn personnel.
- Solicits input and participation from the entire organization when making decisions, as time permits.
- Approachable for discussions on new departmental programs and adjustments to current programs.
- Skilled at building and retaining partnerships with local, County, State and Federal organizations.
- Recognizes the importance of all aspects of policing in a community adjacent to a National Park. Committed to maintaining a professional relationship and ongoing cooperation with the National Park Service.
- Willingness to address the process of developing a vision, mission statement, and set of cores values. Then committed to ensuring a meaningful implementation, adherence and accountability- at all levels of the organization.
- Experienced in all levels of municipal policing and operations.
- Skilled and knowledgeable in current and emerging Police Best Practices.
- Experienced in emergency management, and skilled in implementing incident command protocols.
- Accepting of current successful programs, such as Restorative Justice.
- Commitment to ensuring internal police policy updates, consistent police policy reviews, and accountability by all department employees.
- Committed to leading an open, transparent police department.
- Dedicated to leading a department sensitive to various cultural and ethnic differences both internally and externally.
- Demonstrated ability to be an effective problem-solver and decision-maker. Proven ability to evaluate and assess problems, and formulate and efficiently implement solutions.
- Experience in budget preparation and on-going fiscal management.



Summary of Benefits

The Town of Estes Park offers an excellent comprehensive benefit package.

- Medical & Rx Plan
(PPO self-funded plan; eligible spouse only)
- Telehealth Medical Consults—Teledoc
- Dental
- Vision
- Medical Transport
- Flexible Spending Account
- Life Insurance
- Voluntary Insurance Plans including Long-Term Disability
- Employee Assistance Program (EAP)
- Retirement
 - 401(a)
 - Voluntary 401(k) and 457/Roth
- Employee Home Ownership Program
- Childcare Assistance Program
- Paid Time Off
 - Holidays
 - Sick Leave
 - Vacation Leave
 - Volunteer Time

To view the full 2022 Benefits Overview brochure, go to: <https://www.haysmultimedia.com/3d/EstesPark/>



Qualifications:

- A Bachelor's Degree from an accredited college or university.
- Successful completion of the FBI National Academy, Northwestern Command School, Police Executive Research Forum—Senior Management Institute for Police (PERF-SMIP), the Southern Police Institute or other comparable leadership program.
- Ten years of progressive responsible law enforcement work with five years of those years having been in senior command (Captain or related rank) or upper level administration.
- Valid Colorado Driver's License and a satisfactory driving record.
- State of Colorado Peace Officer Standards and Training required (POST certification).

Preferred:

- Master's Degree in Police Science, Public Policy/ Administration, Organizational Leadership or a related field.



To Apply

Application materials will be accepted electronically at:

apply@krw-associates.com

Attach a cover letter, resume, and contact information for 6 professional references.

Deadline: **August 17, 2022 (5:00 PM Mountain)**

Questions?

KRW Associates LLC is assisting the Town of Estes Park with this search.

Questions should be directed to: **info@krw-associates.com**

Or by phone to: Jerry Williams, KRW Managing Partner - 303-726-6220,

Lynn Johnson, KRW Managing Partner - 303-435-4138; or

Gina McGrail, KRW Senior Associate -303-249-9572.

The Town of Estes Park is an equal opportunity employer.