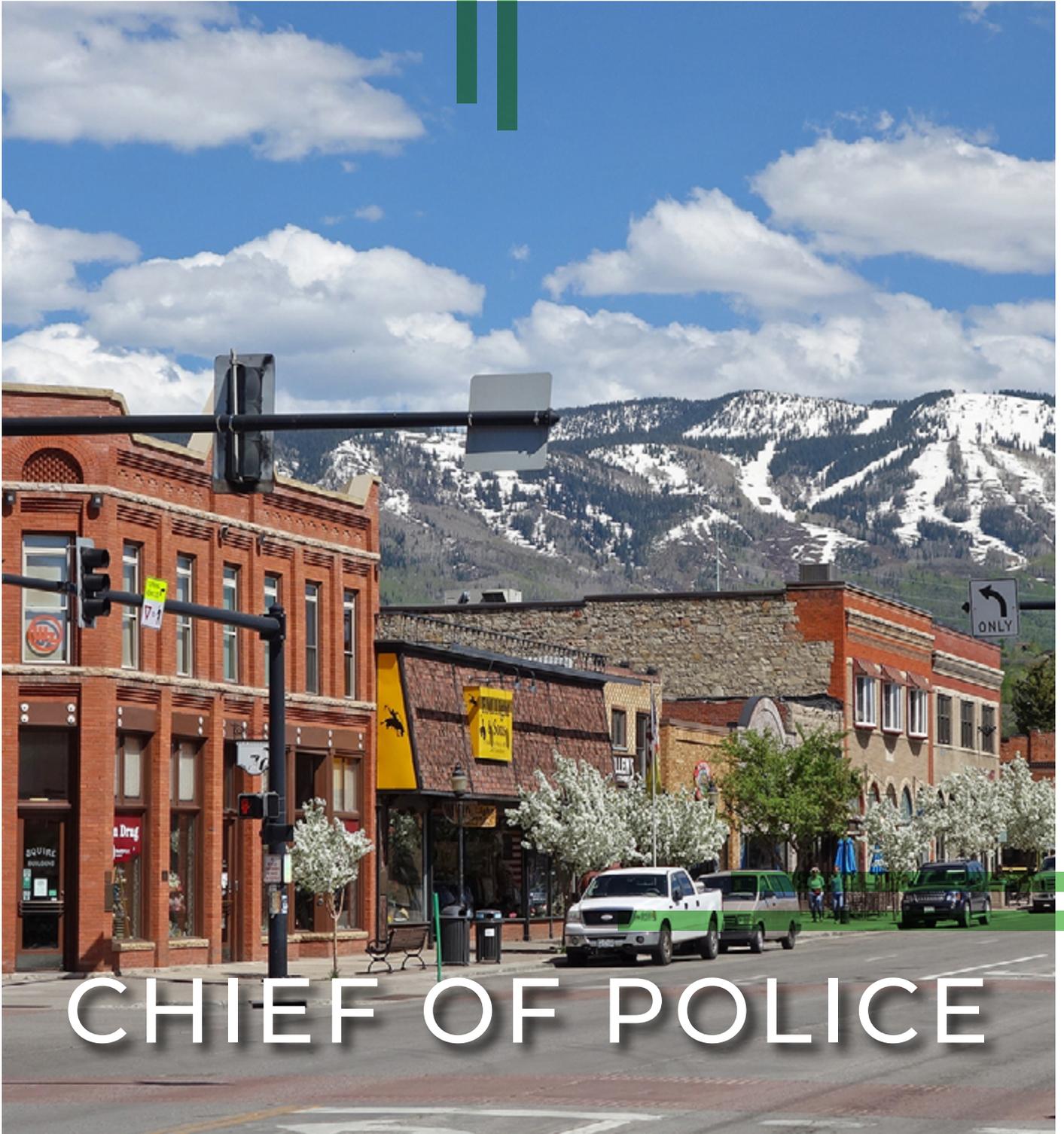


A NATIONAL SEARCH
is underway for a new
Chief of Police

City of Steamboat Springs, CO



CHIEF OF POLICE

01. THE OPPORTUNITY

A national search is underway to attract a highly qualified candidate to serve as Chief of Police for the City of Steamboat Springs in Routt County, Colorado.

The city needs a leader who will collaborate with the community and other stakeholders to develop new and advance existing strategic initiatives to improve public safety services. The selected candidate must be open-minded and ready for dialogue that challenges conventional wisdom and embraces new approaches to protecting the public, reducing crime and continuing the development of a police department that provides superior services to the community. Successful candidates will have an exceptional career history and will be known for being a strong communicator who is engaging, inclusive, insightful, and adaptable. The Chief of Police will work with the community, city leadership, and other stakeholders to build on diversity, equity, and inclusion (DEI) efforts, while expanding on the department's community policing philosophy to build strong relationships with residents and the business community.



THE CITY OF
STEAMBOAT SPRINGS, COLORADO



02. THE POSITION

Under the general guidance of the City Manager, the Chief of Police leads Steamboat Springs Police Department (SSPD) providing police services that enhance the quality of life for those that live, work, and play in Steamboat Springs.

The Chief of Police will be a stabilizing force within the department and community. The Chief will focus efforts on recruiting and retaining quality employees, internal accountability, and collaboration with internal staff, other city departments, and external non-profits and service providers to improve on the work that has already been done.



03. CITY GOVERNMENT

Steamboat Springs is a home-rule city that operates under a Council-Manager form of government. The City Council serves as the governing body, while the City Manager is responsible for the \$117m budget (\$59m general fund), supervising the delivery of public services and implementing public policy approved by the City Council. The City Council is comprised of seven members, representing constituents in three districts within the city, including one at-large council member. The city's mission is to proudly serve our community with excellence and distinction.

The city strives to provide superior municipal services and customer service for residents and guests across a wide variety of departments including:



- Airport (KSBS)
- City Clerk
- City Manager
- Communications
- Facilities
- Finance
- Fire-Rescue
- GIS
- Human Resources
- IT
- Legal
- Planning & Community Development
- Municipal Court
- Parks & Recreation
- Police
- Public Works
- Streets & Fleet
- Transit

04. THE COMMUNITY

Located in northwest Colorado, Steamboat Springs is a flourishing city of 13,390 people located in the beautiful Rocky Mountains at 6,700 feet elevation. The population swells two or three-fold during peak ski and vacation season. The city dates back to 1900 and the historic downtown truly represents its roots of ranching and the American West. With a multitude of art galleries, musical entertainment and a large population of artists living in the area, Steamboat is rich with culture. It has a vibrant business sector, an abundance of tourism and outstanding educational opportunities. The beautiful Yampa River runs through the heart of the city. Steamboat Springs has been referred to as family-friendly, welcoming and outdoorsy! Whether you're here for a day or a lifetime, the City of Steamboat Springs welcomes you with warm hearts, generations of history and heritage along with a genuine tradition that honors the past while focusing on its future.



QUICK FACTS

- **Climate:** Summers are mild, cool and dry. July is the hottest month with a high of 82 degrees and a low of 41 degrees. Winters average 154 inches of snow...ideal for those who love to ski!
- **Activities:** Mountain biking, hiking, Old Town Hot Springs, two local ski areas, ice skating, fishing, boating, swimming, golfing, tennis, pickleball, hot air balloon rides and tubing or kayaking the Yampa River
- **Proximity to Park and Trails:** Steamboat Springs has easy access to 29 park sites (including driving access to three national parks), 62 miles of trails and more than 2,600 acres of open space. The six-acre Yampa River Botanic Park is considered a hidden gem among locals.
- **Events:** The Annual Strings Music Festival (in its 36th year) has featured more than 60 Grammy winners and hosts more than 60 performances every summer. The Steamboat Pro Rodeo, which has been held in town for more than 100 years, brings entertainment and western charm to the community each year. The Hot Air Balloon Rodeo and Art in the Park are great summer events every year!
- **Airports:** Yampa Valley Regional Airport is 22 miles west from Steamboat and Denver International Airport is 160 miles east.



05. THE DEPARTMENT

The Steamboat Springs Police Department (SSPD) is committed to serving a vibrant community that focuses on community engagement, quality of life and public safety. SSPD balances the needs of the City's residents and guests in our resort community.

SSPD responded to 11,619 calls for service requiring a police officer, community service officer or animal control officer. In 2019, SSPD moved into a 26,908 square-foot Combined Law Enforcement Facility (CLEF), which had been a long-term collaborative effort by the City and County. The building also houses the Routt County Sheriff's Office and Routt County Communications.

The department operates with three core values: integrity, compassion and service.

SSPD has a \$7.5m budget supporting a Chief, two Commanders, 26 additional sworn police officers and 18 support personnel.

SSPD participates in a multi-agency Combined Emergency Response Team (CERT), and a multi-agency All Crimes Enforcement Team (ACET) task force with its regional law enforcement partners.

Department staff are organized into two divisions as follows:

- The **Operations Division** is responsible for Patrol, School Resource Officers, Community Service Officers and Animal Control Officers.
- The **Administrative Division** includes Investigations, Evidence, Records, Hiring/Recruiting and administrative support staff.

In 2020, SSPD embarked on a co-responder partnership with Mind Springs, the largest provider of behavioral health services on the Western Slope. The partnership seeks to divert individuals from the criminal justice system who are experiencing mental health crisis and instead help them engage in appropriate mental health treatment. SSPD's Volunteer Program was launched in 2022, building community trust and spirit with weekly citizen involvement.



06. KEY CHALLENGES & OPPORTUNITIES



In addition to maintaining community safety through progressive policies, training, equipment and adequate accountability and oversight, the next Chief of Police will work on a wide variety of initiatives, including:

- Creating a strategic vision for future policing practices that align with the City's priorities
- The City values succession planning that will create opportunities for development and mitigate adverse impacts of attrition through well thought-out planning.
- Recruiting qualified and diverse applicants is a significant challenge. Currently, the department is down six police officer positions, which can significantly impact the quality of service. The next Chief will address recruiting strategically to ensure a strong and healthy workforce.
- Leveraging resources and partnerships to further address issues that impact the community, while preserving a small-town feel will require innovation, planning, collaboration, and strong communication skills.
- Embracing new technologies to improve how police protect and serve - the next Chief will be at the forefront of opportunities to evaluate and recommend new technologies that improve safety and performance, while being mindful of the net results on the end user.



07. THE IDEAL CANDIDATE

The position requires a strategic leader who is innovative, proactive, and forward-thinking. The ideal candidate will be passionate about policing and have an open and collaborative management style and exceptional communication skills. He/she will be a good decision maker with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations.

The Ideal Candidate will be both an inspirational leader and an experienced executive who will build trust with the community and earn the respect of both commissioned and non-commissioned personnel. The top candidate is team-oriented and will communicate a clear path moving forward. The next Chief will also be an active and contributing member to a strong and effective leadership team.

Skilled Leader

- The ideal Chief will have strong leadership and communication skills, knowledge in all aspects of policing and law enforcement, excellent supervisory and motivational skills, problem-solving and budgetary skills, proven decision-making skills, experience in investigations, and large special events.

Strategic

- The ideal candidate will propose and implement new initiatives to improve how public safety services are delivered. The Chief will be forward-thinking, focused, and strategic to ensure that SSPD's policies and actions are consistent with advanced approaches in today's world. The Chief will represent continued progress and positive movement towards the most effective public safety policies and best practices.

Inspirational

- The Chief of Police will be a motivating leader with a high level of integrity, whose extensive experience in the field and in executive positions will help to build strong and genuine connections with the community and with the SSPD team. The ideal candidate will be an individual who is empathetic, compassionate, honest, and ethical. The selected candidate will be a good listener and will be approachable, responsive, and open to feedback.

Engaging

- The Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for SPPD members and the public. He/she will always be transparent, valuing trust over any short-term gain in public perception and will embody the philosophy of openness with command staff and colleagues. The Chief will set the example by being visible and engaged with all segments of the community and will expect the same from the SSPD team. The next Chief will be politically astute yet apolitical.



08. QUALIFYING CRITERIA

Education

A bachelor's degree from an accredited college or university with major course work in criminal justice, law enforcement, public administration, emergency services or a related field is preferred. Master's degree and/or advanced training from Northwestern Staff & Command, FBI National Academy or the Police Executive Research Forum's Senior Management Institute for Police is considered a plus.

Experience

A minimum of 10 years of experience as a peace officer, including three years in police supervision/management or experience in an equivalent leadership role is qualifying.

Other Requirements

Must be a certified police officer in Colorado or have the ability to obtain certification

- Successfully pass a background investigation



COMPENSATION & BENEFITS

The salary range for this at-will position is \$136,597 to \$198,065 annually and placement within the range will be based on the selected candidate's qualifications. The city provides an excellent array of benefits, including a signing bonus. Please contact Mr. Gary Peterson for more information.



09. TO BE CONSIDERED



APPLY TODAY!

Public Sector Search & Consulting, Inc. invites inquiries, nominations and applications for this position. Candidates are strongly encouraged to apply early for optimal consideration. Submissions should include a cover letter, resume and references and should be sent to: apply@publicsectorsearch.com by April 14, 2023.

APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

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gary@publicsectorsearch.com

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