

GLENWOOD SPRINGS, CHIEF OF POLICE
Salary Range: \$103,020 -- \$128,775 DOQ
Plus, excellent benefits
Deadline to apply: October 19, 2019
Apply to KRW Associates LLC

apply@krw-associates.com

THE OPPORTUNITY

The City of Glenwood Springs is pleased to announce the opportunity for a contemporary, highly adaptable law enforcement leader to fill the position of Chief of Police. Candidates must have a demonstrated track record of providing leadership and vision and a commitment to a proactive, hands-on, participative management style. This individual must have demonstrated success in both community policing and problem-solving policing strategies, including using data to reduce crime and traffic problems.

The successful candidate must possess excellent interpersonal, communication and financial management skills. The next Chief of Police must have exhibited a commitment to partnering with the community and have a varied professional background that demonstrates success in working with diverse communities while providing leadership in a professional law enforcement agency engaged in collaborative community partnerships.

THE HISTORY

Glenwood Springs was originally known as "Defiance," a name sometimes still used. The town was established in 1883, as a camp of tents, saloons and brothels. Gamblers, gunslingers and prostitutes populated the town. When Sarah, the wife of the Town's founder Isaac Cooper, was struggling to adjust to frontier life, the founders were persuaded to change the name to Glenwood Springs, after her beloved hometown of Glenwood, Iowa.

Because of its location, as well as gaining a stop on the railroad, Glenwood Springs became a center of commerce in the area. Glenwood Springs was one of the first places in the United States to have electric lights, installed in 1897 inside of the Fairy Caves in Iron Mountain. A dam was built in Glenwood Canyon, providing water for the Shoshone power plant, which began producing power on May 16, 1909. This dam retains the largest and oldest water rights to the Colorado River, the "Shoshone Call."

GLENWOOD SPRINGS TODAY

The City of Glenwood Springs is a Home Rule Municipality that is the county seat and the most populous municipality of Garfield County. The City is located at the confluence of the Roaring Fork River and the Colorado River, threading together the Roaring Fork Valley and a series of smaller towns up and down the Colorado River.

The current population of Glenwood Springs is 9,614 and the City is the 49th largest in the state of Colorado. Glenwood Springs is best known as a historic destination for vacationers with diverse natural amenities, including the natural healing powers of the three hot springs attractions, the recreational paradise of the Colorado and Roaring Fork rivers, and the extraordinary beauty of Glenwood Springs' National Natural Landmark, Hanging Lake. As the Glenwood Springs' official travel guide says, "That's the power of our water in Glenwood Springs, Colorado."

The center of Glenwood Springs is its downtown commercial district, offering a diverse mix of entertainment and cultural venues. The City is an outdoor paradise, offering world class ski areas, mountain biking, kayaking, and incredible fly fishing.

Winter temperatures in Glenwood Springs tend to be mild with plenty of blue Colorado skies and summer days are usually sunny and warm, with temperatures cooling off in the evening. With a vibrant arts scene, good schools, a local college, world-class medical facilities and excellent shopping, Glenwood Springs is an ideal place to live, work and raise a family.

THE ORGANIZATION

Glenwood Springs is a Council/Manager form of government with a seven-member City Council. The City Council appoints the Mayor and City Manager. The Chief of Police reports directly to the City Manager. There are several City boards and commissions in which in-city residents can become involved. These include an Arts & Culture Board, the Downtown Development Authority, Tourism Promotion, the Historic Preservation Commission and the River Commission, to name a few. The City's revenue is primarily derived from sales taxes. The City of Glenwood Springs provides a full range of services. In 2019, the City's forecasted revenues are \$65.5M, with an operating budget of \$55.7M.

Regarding the Glenwood Springs Police Department, the Mission Statement is, "To protect with integrity and courage, to serve with honor and compassion." The Vision Statement reads, "To create a safe and enjoyable community in which to live and visit."

The Police Department consists of 28 sworn personnel and 7 civilian employees. Primarily, the sworn personnel are patrol oriented. The support functions include a strong Investigations Division, records management and administration, dispatch, code and parking enforcement, and assisting walk-in citizens.

Some of the outreach and special programs of the Glenwood Springs Police Department include School Resources Officers, a Drug Enforcement Task Force, Youth Programs and driver education through an Alive at 25 Program.

Overall, the officers of Glenwood Springs are well-rounded with the ability to provide comprehensive services to both the community and the visitors to the City of Glenwood Springs.

THE CHIEF OF POLICE POSITION

The Chief of Police reports directly to the City Manager. The Chief of Police is responsible for the management, administration and operations of the Police Department.

The Chief of Police is an integral Executive Team member and contributor to the City of Glenwood Springs and must possess the following personal competencies and characteristics:

- A collaborator – be part of the Executive Team moving the City toward a new vision while embracing the Core Values of the City of Glenwood Springs.
- An excellent communicator.
- A non-autocratic, participative leadership style.
- Strong political acumen—ability to maneuver complex political situations effectively.
- A reputation for honesty and being trustworthy, approachable and dependable.
- Ability to influence organizational change.
- An advocate for utilizing technology to improve efficiency and effectiveness.
- Strong knowledge in best practices in law enforcement and how to implement them.
- Ability to make decisions based on analysis, experience and professional judgment.
- A consensus builder—both internally and with the community.
- A champion for the police department and its members.

ESSENTIAL DUTIES

Some of the essential duties of the Chief of Police position include:

- Serve as a representative of the City, by setting a positive leadership example through progressive actions.
- Utilize independent professional judgment to gauge community sentiment.
- Make policy decisions regarding procedures, work rules and performance standards.
- Direct and develop short and long-range plans, goals and objectives.
- Ensure all personnel are equipped and trained to perform duties.
- Provide managerial leadership and direct the selection, supervision, training and evaluation of staff.

MINIMUM QUALIFICATIONS

- The position requires a four-year college degree from an accredited college or university.
- Must have a minimum of 15 years law enforcement experience.
- Must have 7 years or more of progressively responsible command-level experience in a municipal or county law enforcement agency.
- Must possess knowledge of best practices in policing.
- State of Colorado POST certification or the ability to acquire the proper certification within one year of appointment.

- Must live within 50-mile radius of 8th Street and Grand Ave, with total travel time not exceeding 60 minutes at posted speeds within six months of start date.

PREFERRED QUALIFICATIONS

- A graduate degree.
- Successful completion of a nationally recognized police management/administration leadership course.

COMPENSATION

The salary range for this position is \$103,020 to \$128,775, depending on qualifications. The City of Glenwood Springs offers an excellent benefits package.

HOW TO APPLY

Application materials will be accepted electronically from September 20 through October 19, 2019 by KRW Associates, LLC. Send an email attaching a cover letter, resume and six professional references to apply@krw-associates.com.

QUESTIONS

Questions should be directed to KRW Managing Partners Lorne Kramer at (719) 310-8960 or Jerry Williams at (303) 726-6220, or Barbara Smith, KRW Associate at (708) 466-8768 or email questions to info@krw-associates.com.

The City of Glenwood Springs is an equal opportunity employer.