



# Town of Carbondale Colorado Chief of Police



[www.carbondalegov.org](http://www.carbondalegov.org)



## THE OPPORTUNITY

The Town of Carbondale, Colorado, is pleased to announce the opportunity for a contemporary, community-oriented, highly adaptable law enforcement leader to fill the position of Chief of Police. The current chief is retiring after a long tenure with the Town. Candidates must have a demonstrated track record of providing leadership, vision and a commitment to a proactive, hands-on, participative management style. This individual must have demonstrated success in community-focused policing, building trust and problem-solving policing strategies.

The successful candidate must possess excellent interpersonal, communication, listening 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

Carbondale's economy was initially agriculturally based. Farmers and ranchers capitalized on open lands around Carbondale to supply food for the region. Early in the 20th century, Carbondale's primary agricultural product was potatoes. The legacy lives on in Potato Day, an annual fall parade and cookout in Sopris Park. While agriculture continued in the valley, through the 1980's Carbondale's economy was primarily based on coal operations up the Crystal River Valley. By 1991 the mines closed down permanently. Since that time, Carbondale has experienced an increase in home construction, art industries, recreational amenities, and tourism. Our signature arts event is the annual summer arts and music festival,

Mountain Fair, held in Sopris Park. The event has annual attendance which swells the town from 6,900 residents to between 18,000 and 20,000 people over the last weekend in July. The fair has a distinctive free spirit ambiance over the three days. The Police Department has an active role in the festival engaging in true community policing.

## CARBONDALE TODAY

In many ways Carbondale is the ideal small mountain town. It is a compact town, surrounded by predominantly open lands, bordered by two river corridors, has easy access to mountains and rivers, and enjoys expansive views in all directions. The town is small enough to get around in easily by foot or bicycle and many people integrate outdoor activities into their daily lives.

What makes Carbondale unique is its diversity, the welcoming atmosphere, the compassion and generosity, the artistic and intellectual creativity, the quiriness, the celebrations and gatherings, and the environmentally sustainable ethos. Because Carbondale is extremely well-loved by its residents and by the region as a whole, it has become a place of civic engagement, small-town democracy and strong debate on local issues.

Carbondale has approximately 6,900 residents and an area of 2.04 square miles. It is on the Western Slope of Colorado, located between Aspen and Glenwood Springs. The Town is 47% Hispanic and has a significant Latino influence. The Town Board of Trustees has taken a strong welcoming position on immigration related policies.



## THE ORGANIZATION

Carbondale is a full-service home-rule town with a council-manager government. The Council's general philosophy incorporates substantial input from citizens through its many advisory boards and commissions. In addition to maintaining parks and streets, the Town operates its own water treatment and sanitation plants.

The Town of Carbondale's Mission Statement is to maintain and enhance an environmentally sensitive, culturally diverse, family oriented small town, with town government providing quality service to the Carbondale community. The Town's general fund is \$8,000,000 for 2020 with 60 FTE's.

The Carbondale Police Department is an organization proud of its diverse and outstanding staff with a rich history of community policing and community interaction. Its mission is to provide the highest level of public safety with fairness, consideration and cooperation so as to maintain the community's confidence and trust. The Department actively seeks bi-lingual officers to facilitate engaging the Hispanic/Latino segment of the community. It maintains the highest standards possible with a commitment to on-going training. The Department strives to hire and train officers to be easily approachable and trusted by the community. Maintaining a high level of integrity is required of all Police staff members.



The Police Department consists of 14 sworn personnel, 1 community services officer and 2 of-fice support staff. The sworn personnel include one School Resources Officer and a member of the Regional Drug Enforcement Task Force.

## THE CHIEF OF POLICE POSITION

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

The Chief of Police is an integral part of the Town's management team and must possess the following personal competencies and characteristics:

- Be community minded
- 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 trust worthy, approachable and dependable.
- An advocate for utilizing technology.
- 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.
- Ability to work closely with a multi-cultural community and build trust with the immigrant and non-English speaking community.
- Ability to work well with regional partners.
- Ability to implement implicit-bias training in partnership with the community.

## ESSENTIAL DUTIES

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

- Be a highly visible representative of the Town and have a presence at major special events.
- 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.



## ESSENTIAL DUTIES (continued)

- Provide managerial leadership and direct the selection, supervision, training and evaluation of staff.
- Communicate directly with the community using technology.

## MINIMUM QUALIFICATIONS

The position requires a four-year college degree from an accredited college or university.

- Must have a minimum of 10 years law enforcement experience.
- Must have 5 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 a 35-mile radius (with a 50-minute response time) of 511 Colorado Avenue, Carbondale CO.

## PREFERRED QUALIFICATIONS

- A graduate degree
- Successful completion of a nationally recognized police management/administration leadership course
- Bilingual Spanish speaking considered a bonus.

## COMPENSATION

The salary range for this position \$99,930 to \$126,189, depending on qualifications. The Town of Carbondale offers an excellent benefits package.

## HOW TO APPLY

Send an email attaching a completed application (available at <https://carbondalegov.org>) cover letter, resume and six professional references to:

Renae Gustine at [rgustine@carbondaleco.net](mailto:rgustine@carbondaleco.net)

## QUESTIONS

Questions should be directed to Jay Harrington, Carbondale Town Manager at (970) 510-1207 or Renae Gustine, Carbondale Finance Director at (970) 510-1204.



The Town of Carbondale is an equal opportunity employer.