

City of Gunnison, Colorado  
**CHIEF OF POLICE**





**GUNNISON, COLORADO**

The City of Gunnison, Colorado is a welcoming mountain community where education, entrepreneurship, and the outdoors converge. The county seat and most populous city of Gunnison County, the city is named after John W. Gunnison, a West Point graduate and U.S. Army officer, who surveyed a path for the transcontinental railroad through the Rocky Mountains. It is located in the beautiful, high-altitude Gunnison River Valley, surrounded by national forest and mountains on nearly all sides. Gunnison (pop. 7,013, area 4.85 sq mi, elev. 7,703 ft) is due south of Crested Butte and northeast of the incomparably

beautiful San Juan Mountains.

Both known for extreme and diverse ski terrain, Crested Butte Mountain Resort is 35 minutes to the north, and Monarch Mountain is 45 minutes to the east. Add the Gunnison River, Curecanti National Recreation Area, and Blue Mesa Reservoir, and Gunnison becomes very hard to top in terms of outdoor lifestyle. This geography also makes it one of the coldest locations in the country every winter.

Residents enjoy every manner of outdoor activity year-round, including skiing, cycling, mountain biking, hiking, hunting, fishing, rafting, golf, boating, and others. Gunnison’s parks and recreation infrastructure is robust and includes the Gunnison Community Center (pool, fitness area, recreation and senior programming), indoor and outdoor ice rinks, a ski hill, miles of trails accessible within minutes, and 10 city parks, including a mountain park.

Gunnison is also steeped in western traditions and places significant value on its ranching heritage. Tourism is one key driver of the local economy, and the annual

Night of Lights event kickstarts the holiday season. The city is socioeconomically diverse with Latino and immigrant communities.

One of the city’s largest employers, Western Colorado University (WCU) is an essential stakeholder with approximately 3,000 students. WCU’s robust presence, curricula, and cultural offerings help distinguish Gunnison from similar mountain communities. The Gunnison Valley Health Hospital is a community-owned, nationally-ranked critical access hospital offering comprehensive health care services to the area. The Gunnison Watershed School District serves the city (community, high, middle, and elementary schools, plus Pre-K and one charter), as does the Gunnison County Public Library.

Located along U.S. Hwy 50, Gunnison is about 125 miles southeast of Grand Junction and 65 miles east of Montrose – both cities have airports. The new Gunnison-Crested Butte Regional Airport serves the city and offers commercial flights (United) with connections to Denver International

**QUICK FACTS**

Population: .....	7,013
Size: .....	4.85 sq mi
Elevation .....	7,703 ft
FY 2024 Budget .....	\$51.3M (Operating, \$33.5M)
FTE.....	110.47
Departmental Budget. ....	\$3.65M
FTE.....	22.81 FTE (17 sworn)

Airport and various cities in Texas.

Please visit <https://www.gunnisonco.gov> for more information about the City of Gunnison.

**CITY ORGANIZATION**

The City of Gunnison is a home-rule municipality operating under the council-manager form. The five-member city council is elected at large on a nonpartisan basis in November of odd-numbered years. The city council hires the city manager, the city attorney, and the municipal judge, and confirms the city manager’s appointments of the city clerk and finance director. The FY 2024 Budget is \$51.3 million (Operating, \$33.5M), supporting 110.47 employees.

A full-service city, Gunnison offers these services: police, fire (in collaboration with the Gunnison Fire Protection District), community development, parks and recreation, engineering, street maintenance, full-service utilities (electricity, water, wastewater, refuse, and recycling), city clerk, municipal court, city attorney, and general administration (city manager, finance, information technology). Gunnison is committed to collective well-being and shared values rooted in integrity, stewardship, and collaboration. City council’s recently adopted strategic imperatives include housing affordability, economic prosperity, infrastructure resilience, organizational performance, and public engagement.

**THE DEPARTMENT AND THE CHIEF**

This career opportunity is available with the announced retirement of the current chief of police, who has served Gunnison for over 43 years. Reporting directly to the city manager, the chief of police oversees a departmental budget of \$3.65 million (Personnel, \$2.69M), supporting 22.81 FTE, of whom 17 are sworn, including the chief.

The police officers in Gunnison are facing many of the same challenging issues facing law enforcement professionals around the country. To this end, fostering trust is essential and meaningful public education, engagement, and support will remain an on-going effort. A key issue facing the new chief of police is employee recruitment, retention, and succession planning that is made especially challenging due to a lack of affordable housing, the cost of living, the relatively remote location, and long winters. The incoming chief will be tasked with a review of standard operating procedures, emergency management, resource allocation, data analysis, and the establishment and implementation of performance metrics. The current annual calls for service total approximately 6,500, including proactive and reactive incidents.

**QUALIFICATIONS**

A bachelor’s degree, certification as a Colorado police officer, or the ability to obtain certification, as mandated by the Colorado Peace Officer Standards and

Training (POST) Board, acceptable background and screening (per policy manual), and at least 10 years of progressively responsible law enforcement experience are required. Experience should include senior executive assignments, leadership in community policing, and crime reduction initiatives, as well as experience in an active model of rural, community-led, problem-solving policing. Successful completion of the FBI’s National Academy, Northwestern University’s Command School, the Police Executive Research Forum’s (PERF’s) Senior Management Institute for Police (SMIP), the Southern Police Institute (University of Louisville), or other comparable leadership programs is preferred. A deep commitment to transparency with a proven track record of building trust and effective relationships in the community is non-negotiable.

**THE IDEAL CANDIDATE**

The next chief of police is an experienced leader, who appreciates Gunnison as a rural community. Politically astute but apolitical, the ideal candidate has servant leadership skills that foster an open, trusting, and welcoming work environment. She or he is approachable, transparent, and emotionally intelligent, with an appropriate blend of confidence and humility, and with a heart of service.

The successful candidate will be a decisive, critical thinker and a solution-oriented person, with

**WHAT HAPPENS WHEN**

Absent unforeseen circumstances, the recruitment will follow the schedule below. Be mindful of the filing deadline and final interview dates, which are unlikely to change.

**SCHEDULE**

Filing Deadline: . . . . .	September 22, 2024	Semi-Finalist Interviews (Virtual): . . .	October 15, 2024
Preliminary Interviews (Virtual): ..	Sept. 30 – Oct. 1, 2024	Finalist Interview Process: . . . . .	October 24-25, 2024
Recommendation of Candidates: . . . . .	October 9, 2024		



unassailable integrity and the highest ethical standards, a person of character. The next chief has a strong moral compass and effectively balances liabilities, policies, and safety for all. Summarized, the ideal candidate has character, competence, and heart to meet the community's needs.

The next chief exemplifies 21st Century Policing and thrives on relationships and direct community engagement, walking the university and streets, saying hello, and meeting the city one citizen, and business owner, at a time. Being visible through community education and presentations, interacting socially, and becoming a part of the community are essential to the new chief's success.

The next chief is a working chief committed to keeping the community safe. The successful candidate will be asked to look at the department with a fresh

perspective and an eye toward modernization. She or he values collaboration and input, but takes ultimate responsibility for final decisions. The ideal candidate is supportive of her or his officers, their professional development, safety, and overall wellness. The chief is an effective coach, mentor, and manager.

The ideal candidate has expert-level outward- and inward-facing communications skills, both oral and written, including the ability to communicate to broad audiences, to give presentations to the public and city council, and to connect with people from all walks of life. The successful candidate will foster and maintain positive, mutually beneficial relationships with all law enforcement and public safety agencies at the local, regional, and state levels, as well as at WCU.

The next chief will do their part to be a highly effective member of the leadership team, supporting the city manager, avoiding silos, and fostering strong relationships with every team member. The ideal candidate is adaptive, compassionate, and leads by example.

### TOTAL COMPENSATION

The hiring range for this position is \$131,700 to \$162,367, and appointment will be made depending upon the qualifications and experience of the selected candidate. In addition, Gunnison provides the following benefits: medical, dental, vision, and life (\$100,000) insurances, paid 75% for the employee and dependents, with three PPO choices and other optional benefits. Employee assistance program, related services (counseling, financial, legal), and wellness program, including free membership to the Gunnison Community Center (recreation). Gunnison pays 100% of personal liability insurance on/off duty and matches a mandatory 11.2% toward retirement in a 401(a) contribution plan through the Colorado Retirement Association. Additionally, a voluntary 457(b) defined contribution plan is available. This position enjoys a take-home vehicle, sportsman's association gun club membership, paid vacation (three weeks per year), 12 sick days, and 13 paid holidays. Relocation assistance and possible additional incentives are subject to negotiation.

### APPLY

To be considered for this excellent professional opportunity, please email only your cover letter and resume to [apply@columbialtd.com](mailto:apply@columbialtd.com), naming your files Last.First.CL and Last.First.Resume. Receipt of your submittal will be acknowledged within two business days. All applicants will be updated on their status following the Recommendation of Candidates.

If you have any questions regarding the recruitment process, or this opportunity, please feel free to call Andrew Gorgey directly at (970) 987-1238. For more information, visit the Columbia Ltd website: <https://columbialtd.com>.