



CHIEF OF POLICE



THE COMMUNITY

Located on the western slope of the Rockies, halfway between Denver and Grand Junction, the charming and vibrant Town of Eagle is one of Colorado’s best-kept secrets. Incorporated in 1905, the Town sits in the heart of the Eagle River Valley with expansive vistas framed by majestic mountains and is home to approximately 7,500 residents.

Eagle is the County seat of Eagle County. The community boasts a variety of great neighborhoods, excellent parks, over 100 miles of single-track trails, an Arnold Palmer golf course, a county-fair venue, and a thriving business scene. The Town has an authentic western flavor and friendly vibe, attracting top-notch events and outdoor adventurers.

A short drive to world-class resorts of Vail and Beaver Creek, the Town of Eagle invites residents to “Discover New Terrain” with access to epic mountain biking, trail running and hiking, golfing, kayaking, snowmobiling, hunting, horseback riding, and gold-medal fly fishing.

The community sits at an elevation of 6,621 feet and averages 290 days of sunshine each year, with stunning scenery highlighting the incredible geographic diversity of the area, including lush forests, high-peaked mountains, and clear rivers. And the thriving recreational community is surrounded by a state park and approximately 1,200 acres of open space. Within the Town limits, residents stay active at various playgrounds, sports facilities, disc golf courses, and

the Eagle Pool & Ice Rink, home to area high school teams and the Vail Mountaineer Hockey Club.

Residents and visitors alike also keep busy with a wide variety of cultural offerings ranging from internationally acclaimed dance and symphony performances to outdoor concert series, rodeos, food festivals, fun runs, and community celebrations. Popular events include art shows along Broadway in Eagle’s historic downtown, a family-friendly Bikes & BBQ Poker Ride, Eagle Flight Days, farmers markets, and the Eagle Ranch Pumpkin Patch. The Town’s BMX Park hosts weekly races as well as youth summer camps, and throughout the summer, Whitewater Wednesdays invite participants to get out on the water at Eagle River Park for evenings of fun and friendly competition in river surfing and freestyle boating.

Many residents walk or ride their bikes to work and to Eagle County School District campuses in this active mountain town. The local restaurant and retail scene includes breweries, fitness studios, spas, coffee shops, locally owned storefronts, a movie theater, bowling alley, and one-of-a-kind restaurants.

For trips farther away, the community has easy access to Interstate 70 and the Eagle County Regional Airport. Beyond the Town’s limits, the therapeutic Glenwood Hot Springs are a short drive to the west, and the exciting Mile High City life of Denver is a couple of hours to the east.

TOWN OF EAGLE

MISSION

Maintain and enhance quality of life for everyone in our community.

VISION

The Town of Eagle is a vibrant mountain community that is diverse, inclusive, and unique.



EAGLE POLICE DEPARTMENT

MISSION

Enhance the quality of life within the Town through partnership and cooperation with our community in the development and delivery of professional police services.

VISION

Service Excellence

Town of Eagle Core Values

Integrity: We are open, honest, and ethical in all our communications and actions.

Respect: We thoughtfully consider each other's differences and opinions.

Commitment: We give our individual best to get the job done right.

Responsibility: We are accountable for our behaviors, actions, and use of public resources.

Collaboration: We listen and openly share our ideas to achieve better decisions and outcomes.

Leadership: We are proactive in advancing the interests of our communities.

GOVERNANCE & ORGANIZATION

Established in 1887 and incorporated in 1905, the Town of Eagle became the County seat of Eagle County in 1921. The Town operates under a council-manager form of government led by a seven-member Town Council elected at large for four-year terms. The Town Council appoint the Town Manager, Town Attorney, and Municipal Court Judge.

The Town has a staff of approximately 80 dedicated employees and provides a full range of services, including police protection, water and wastewater services, street and parks maintenance, community and economic development, and events planning. The Greater Eagle Fire Protection District provides fire service.

The mayor, Town Council, and employees of the Town are committed to maintaining and enhancing the quality of life for everyone in the community. They accomplish this with the help of an operating budget of \$53.8 million.



EAGLE'S GUIDING PRINCIPLES

Appropriate Investment: Providing reliable services requires funding that covers today's financial needs and supports investments in the Town's vision for the future. The Town must also invest in a highly effective, motivated, and well-trained workforce.

Proactive Economic Development: Eagle's economy is the engine for quality of life. Eagle is fortunate to have a variety of natural and developed assets, including its location on Interstate 70, proximity to world-class ski resorts and the regional airport, and access to multiple outdoor activities, including hiking, mountain biking, fishing, river rafting, kayaking, snowmobiling, and hunting.

Progressive Community-Based Law Enforcement: The Town of Eagle Police Department is defined by transparency, community building, and adaptability. Utilizing a community policing approach as its baseline, the department is committed to evolving thoughtfully to respond to the needs of Eagle and its visitors with a progressive and sometimes non-traditional approach to law enforcement.

Protecting Public Health, Safety, and the Environment: The Town is committed to protecting the wellbeing of the community. This means supporting dynamic and diverse neighborhoods, and maintaining a strong framework for business opportunities, being good stewards of the environment.

Reliable and Cost-Effective Services: A key responsibility for the Town is to provide essential services, whether it be reliable water and sewer services, trash and recycling services, or support with respect to permitting, zoning, planning, and other basic needs. Meeting the needs of customers also requires that the Town adopt standards of service that make it easy for people to do business with the Town.

Sound Planning: The foundation for providing reliable services and quality of life is planning. The Town focuses on adequate resources, reliable infrastructure, compliance with regulations, and a local economy that supports a high quality of life for Eagle residents.

Sustainable Finances and Increasing Efficiency: The Town's financial capabilities and standards ensure that it has the financial strength and resources to provide the reliable and high-quality services that residents expect. The Town's finances must be resilient to economic downturns, cover the full cost of operations, provide adequate funding to maintain financial reserves, and support capital investment.

Transparency and Community Engagement: By providing easy access to information and timely responses to customer inquiries, the Town creates an environment that fosters public trust and allows Eagle's residents and business owners to understand the Town's values, priorities, and strategic plans. The Town is committed to maintaining an ongoing, meaningful, and substantive dialogue with the community that is based on clearly defined standards and compelling arguments for proposed policies and investments.



ABOUT THE DEPARTMENT

Eagle offers a unique quality of life for residents and visitors. The Eagle Police Department strives to protect this lifestyle by maintaining high standards for public safety and community involvement, adapting to community desires and ensuring the Town's investments in public safety mirror Eagle's growth and law enforcement needs.

With a focus on innovative techniques and quality services for citizens and guests alike, the Public Safety team is committed to providing professional standards of care through a shared vision of mutual responsibility for safety, service, and problem resolution.

While the Eagle Police Department performs traditional services, including victim assistance, criminal investigations, traffic accident investigations, traffic interdiction, code violation inquiries, and parking enforcement, the department also focuses on community policing techniques and educational campaigns to promote public safety and mutual trust.

In the years ahead, the department will focus its attention on recruiting and retaining qualified staff; and identifying needs for a larger office space to improve services and efficiency; expanding its community networking strategies; aligning public safety initiatives with Eagle's evolving needs; encouraging innovative solutions to improve efficiency, service, safety, and relationship building; and enhancing its youth programs with special attention on safety, technology, and social issues.

The current Eagle Police Department operating structure consists of 19 team members, including the chief executive, lieutenant, four patrol sergeants, one detective, one school resource officer, one code enforcement officer, eight patrol officers, and two administrative records/support staff working with an annual budget of nearly \$3.7 million annually.



ABOUT THE POSITION

Under the town manager's direction, Eagle's new police chief will build upon the department's long history of effective and efficient services and strong community relations to lead EPD into its next era.

The position's responsibilities include overseeing the daily operations of a 19-member team; setting short- and long-term goals and objectives for the department in line with those of the organization; building and administering EPD's annual budget; ensuring department compliance with Colorado Police Officer Standards and Training as well as industry best practices; and providing updates and guidance to the town manager as well as various elected and appointed officials as needed.

The department enjoys incredible support from Eagle's residents and businesses. The new chief will continue the tradition of being a "working chief" who prioritizes building relationships throughout the community in addition to other law enforcement, judicial, and legal agencies. With an eye on the future, the role is also responsible for staff recruitment, development, and retention and for inspiring innovation that will improve department outcomes and customer service.



OPPORTUNITIES & CHALLENGES

The successful candidate for this position need not be a change agent; Town leaders hope to see the new chief capitalize on the organization's success and bring it to new heights.

The Town's current Strategic Plan commits to providing and enhancing public safety in response to the community's evolving needs. This includes investments in new equipment and technology, expanding staff and services, and the department's ongoing accreditation programs.

The department's short-term goals focus on the development of new staff via specialized training and leadership techniques, including succession planning; sustaining community initiatives, including investments in appreciation programs; enhancing location security solutions for Town facilities and other known locations with previous safety concerns; preparing for an influx of community growth; and to embark on the task of enhancing office space, we will initiate a comprehensive facility needs assessment to address current requirements and strategically plan for the evolving needs of the next two decades.

Recruitment and retention remain top priorities, and those will require annual wage and benefit evaluations as well as planning and preparation for the department's expansion. Working as an organization around investing in housing to create a structure for employee housing and transitional housing opportunities will be critical to those efforts.

This year, Uniform Animal Control was implemented and runs through 2026. Our SRO program is in place with the Eagle County School District. The Town is also beginning to transition to electric vehicles, and the chief will work alongside other Town department heads on projects aligned with strategic initiatives and goals.

Long-term strategic planning provides for an expansion of the public safety team along with new development to ensure quality service needs remain consistent and reasonable response times for service calls are maintained. The incoming chief should be prepared to lead the department as it grows and should have skill in securing federal grant funding to supplement the organization's resources.

IDEAL CANDIDATE

The Town of Eagle is seeking a compassionate and community-minded law enforcement professional ready to take the reins of a successful, hardworking department.

Eagle Police officers remain focused on the fair, ethical, impartial, and honest delivery of police duties, sensitive to the community's diversity; on valuing human life and recognizing that police powers come from the people; on creating and building upon partnerships in the community that enhance cooperation and increase public safety; and on striving for continuous improvement in safety, services, and police behaviors.

The successful candidate for this position will be a "working chief" well versed in industry best practices, accreditation standards, Colorado Police Reform laws, such as Senate Bill 217 and House Bill 1250 and evolving technology. The selected Chief should be energetic, outgoing, and efficient, someone who leads by example and inspires their team members to strive for creative solutions. In addition, the ideal candidate should be a passionate, community oriented, well-rounded, and experienced professional with excellent interpersonal skills and proven leadership capabilities who treats employees with dignity and respect.

Town leaders are seeking a lifelong learner and strategic thinker with a proven track record of articulating and meeting short-term and long-term goals; viewing challenges as opportunities to provide viable solutions; building trust with a wide variety of community stakeholders; and having the confidence to make difficult decisions. The Chief should feel comfortable holding employees accountable while simultaneously supporting creativity within the profession and setting new standards for police culture, including championing officer wellbeing and mental health initiatives.

Eagle's Police Department is a tight-knit group with strong community support. The successful candidate should understand small-town policing, the importance of relationships, and the desire to move the department to new and enhanced levels of success.



EDUCATION & EXPERIENCE

This position requires a bachelor's degree in a related field and at least 10 years of increasingly responsible law enforcement experience, with four (4) or more years at the level of sergeant or higher.

Preferred qualifications include experience supervising a staff of ten (10) or more and completion of a graduate degree and/or demonstration of continued professional development which may include attendance at the FBI National Academy, or another similar program is desired.

Qualified candidates will demonstrate exceptional leadership qualities, including suitable annual reviews, completion of relevant police and management training, successful testing, and the ability to become Colorado POST certified. Experience in a rural mountain community is highly desirable.

It is preferred that the selected candidate resides in Eagle County within 6-9 months of employment.

COMPENSATION & BENEFITS

Compensation for this position will be between \$139,440 - \$174,300, negotiated based on qualifications. The Town's comprehensive benefits package includes generously employer-supported health, life, dental, vision, and short-term and long-term disability insurance; 15 paid holidays; and robust sick leave. Vacation days accrue at increasingly rapid rates based on years of service starting with 14 days accrued annually for the first 2 years, 20 days years 3-5, 25 days 6+ years of service. Benefits also feature an Employee Assistance Program, a Down Payment Assistance Program, Tuition Reimbursement starts at \$2500 increasing to \$4000 annually, based on longevity, and Eagle Ice Rink passes for employees and their immediate family members.

The Town of Eagle participates in the Colorado Retirement Association, to which the organization makes a 7% contribution. Employees have a mandatory contribution of 6% in 2024, and 7% in 2025. The Town also offers an optional 457b supplemental retirement plan.

APPLICATION PROCESS

[Please apply online](#)

First review of applicants is **February 12, 2024**.

For more information on this position contact:

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The Town of Eagle is an equal opportunity employer committed to diversity, equity, and inclusion in the workplace and the broader Eagle community. The Town strongly encourages and seeks applications from women and people of color, including multilingual and multicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical conditions.

RESOURCES

Town of Eagle

townofeagle.org

Eagle Police Department

townofeagle.org/162/Eagle-Police-Department

Strategic Plan

townofeagle.org/649/Strategic-Plan

Eagle Tourism

eagleoutside.com

Mountain Youth

mountainyouth.org

Eagle Chamber of Commerce

eaglechamber.co

Vail Valley Partnership

vailvalleypartnership.com/category/visitor-information/

vailvalleypartnership.com/tag/trailing-spouse-program/

Eagle County School District

eagleschools.net

Town of Eagle Social Media

