



POLICE CHIEF

Estes Park, Colorado



THE COMMUNITY

Nestled in the Rocky Mountains, the Town of Estes Park, Colorado, is one of the most beautiful in the nation. The Town has an active and involved population that is drawn to Estes Park's spectacular natural setting, outstanding recreational and cultural opportunities, and a high quality of life with a low crime rate, excellent medical facilities, wonderful schools, and a wide range of municipal services.

Located in Larimer County, Estes Park is the gateway community at the eastern entrance to Rocky Mountain National Park (RMNP), 70 miles northwest of Denver. The Town's superlative location is one of its primary strengths, with easy access to world-class outdoor recreation, urban amenities, and Denver International Airport (90 minutes). Surrounded by some of the most spectacular scenery in the Rocky Mountains, Estes Park is a well-known tourist destination, with more than four million people visiting RMNP annually, staying in Estes Park's 150 lodging establishments, and dining at one of the many restaurants in town. A wide variety of wildlife is found throughout the valley including elk, deer, birds, and bighorn sheep.

Estes Park is a full-service community with a population of 5,862. Approximately 12,000 people live in Estes Valley, which includes the surrounding unincorporated portion of Larimer County. A large portion of the population is actively engaged in local government, with the Town government served by more than 400 volunteers who provide invaluable services to the greater Estes Valley.

Major employers in the area include: Rocky Mountain National Park, Park School District R-3, YMCA of the Rockies, Estes Park Health, and the Town of Estes Park.

The Town has a median household income of \$63,598 and an average home value of \$672,223.

In Estes Park, there is a strong commitment to maintaining the Town as a great place to live, work, and play and where continued economic sustainability is an important goal.





GOVERNANCE & ORGANIZATION

The Town operates under a board-administrator form of government, with the Town Administrator serving at the Board's pleasure. Incorporated in 1917 as a municipal corporation, Estes Park is a statutory Town that operates according to the State Constitution, the laws of the State of Colorado, and the ordinances adopted by the Town Board. The Town is governed by a Board of six Trustees and the Mayor. The Mayor is elected at-large for a four-year term and the Trustees are elected at-large for staggered four-year terms of office.

The Town Administrator oversees nine (9) FTEs including Department Directors and the Police Chief. The Police Chief will actively participate on the Town's Executive Leadership Team (ELT), helping guide the organization forward.

Mission

The mission of the Town of Estes Park is to provide high-quality, reliable services for the benefit of our residents, guests and employees, while being good stewards of public resources and our natural setting.

Vision

The Town of Estes Park will be an ever more vibrant and welcoming mountain community.





Your Police, Our Community

ABOUT THE DEPARTMENT

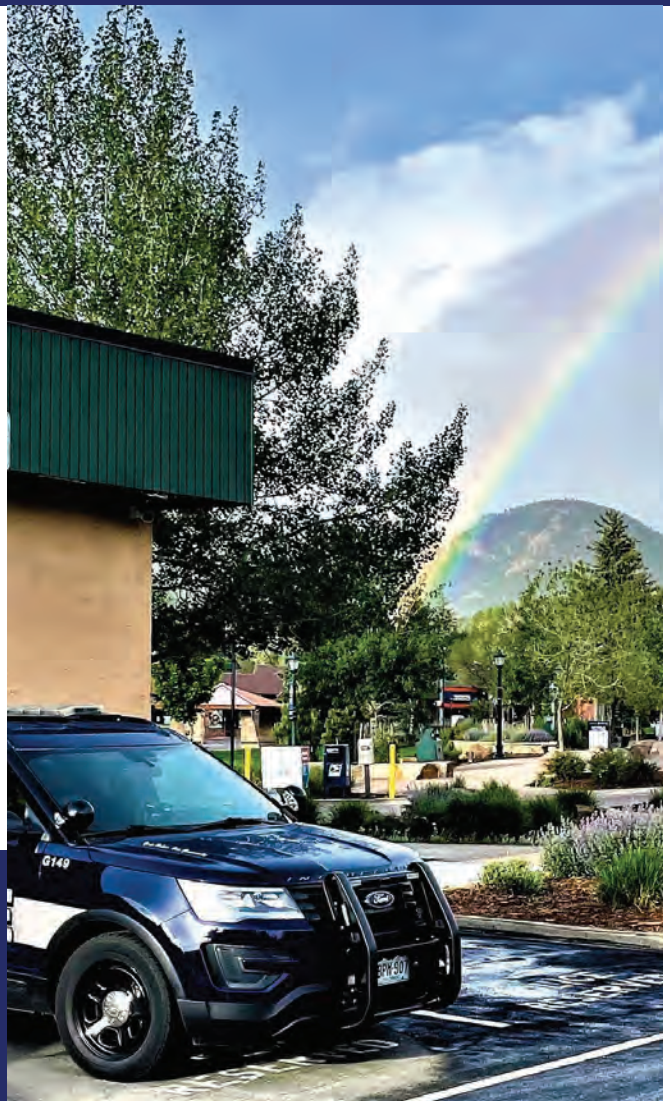
The Police Department has 42.71 full time equivalent (FTE) positions and an annual budget of \$7.8 million. There are 24 sworn patrol FTE and 18.71 non-sworn FTE. The Police Chief directly supervises the Deputy Police Chief and an Executive Assistant. The Deputy Police Chief oversees the two Police Captains, who each oversee either the Support Services or Operations Division.

The Support Services Division includes Emergency Communications, the Restorative Justice Program, and Records. These non-sworn positions help ensure that the community and officers receive appropriate dispatch services, provide avenues for conflict mediation, and maintain police records. Additionally, there are over 80 volunteers who serve as part of the Police Axillary unit.

The Patrol Division includes sworn patrol officers, including two who may be in support roles of Detectives, and one School Resource Officer. The Division also includes the Code Enforcement Officer, as well as eight seasonal Community Service Officers. This Division is responsible for responding to emergency and non-emergency calls for service within Town limits, crime prevention, traffic safety, animal control, and service for special events throughout the year.

Mission

The Estes Park Police Department provides professional public safety services in partnership with the community in order to enhance the quality of life for residents and guests.



ABOUT THE POSITION

The complete job description can be found on the Town of Estes Park's Website here. This position will work under broad policy guidance and leadership from the Town Administrator. The Police Chief is responsible for planning, coordinating, overseeing, budgeting, staffing, and organizing the activities of the Police Department. They oversee administrative responsibility for the development and evaluation of police services and public safety programs for the Town and are responsible for ensuring that all relevant federal, state, and local laws and ordinances are enforced. It is important that the Police Chief stay current on changes in laws, court decisions, regulations, and technology which may affect departmental operations, ensuring that policy, procedural, and operational changes are updated as appropriate. They ensure that Professional Standards accreditations are maintained through Colorado Association of Chiefs of Police.

The Police Department has had several vacancies over the past two years, including the Police Chief position, Police Officer, and EMS Dispatcher positions. Ensuring proper police and public safety staffing levels are evaluated and appropriate, and recommending changes annually as part of the budget development process is a part of this job. Additionally, the Police Chief has the authority to recommend and initiate personnel actions such as hiring, terminations, promotions, evaluations, discipline, and other related personnel actions within the Town according to Town and Department policy.

This position coordinates plans and activities with other Department supervisors and works with outside and peripheral groups to plan events and activities with public safety involvement. The Police Chief maintains governmental agreements with other organizations. They prepare and present periodic reports and presentations as required or at the request of the Town Administrator and Town Board. This position also represents the Town in public meetings or gatherings and participates in panel discussions or fact-finding sessions in public safety related areas. Emergency management is also provided by the Police Department

The Police Chief responds to questions from staff members, providing direction, advice, and support as appropriate. This position will also lead the department in cases of emergencies.



OPPORTUNITIES & CHALLENGES

- ▶ **Community Trust:** The Community values transparency, ethical and empathetic decision making, and connection. The Town seeks a new Chief who will engage with all members of the community and build meaningful relationships.
- ▶ **Staff Trust and Morale:** The Police Department has been in a state of transition since approximately 2022 due to changes in leadership, vacant positions creating a high workload for line level staff, and lack of effective communication about goals and priorities. The Town seeks a new Chief who will motivate staff to help meet department goals, articulate and build a strong and positive department culture, and set high expectations for excellence in the field.
- ▶ **Hands-On:** The next Chief will have to engage the community with “hands on” community policing and hold staff accountable to do the same. The Town is seeking a leader who understands and models community policing and is willing to work alongside staff to meet department goals. While this is the leader of the Department, this is a working position, and the next Police Chief needs to be willing to dedicate time, effort, and support to bring goals to fruition over the next several years.
- ▶ **Communication:** This position must foster cooperative working relationships with elected and appointed Town officials, other Town departments, partnering local, state, and federal agencies, various public and private groups, and the general public. It is critical that the next Police Chief can connect and communicate effectively with diverse groups.
- ▶ **Leadership:** The next leader of the Estes Park Police Department will have the opportunity leave a mark on the Department for many years, notably through addressing challenges head on, instilling trust and accountability in the department, and helping to grow the team. Additionally, they will be assisting the Town leaders in designing and building a new Police facility, which will better meet current and future department needs.



EDUCATION AND EXPERIENCE

- ▶ Bachelor's Degree from an accredited college or university.
- ▶ Successful completion of the FBI National Academy, Northwestern Command School, Police Executive Research Forum—Senior Management Institute for Police (PERF-SMIP), the Southern Police Institute or other comparable national leadership programs.
- ▶ Ten years of progressive responsible law enforcement work with five years of those years having been in senior command (Captain or related rank) or upper-level administration.
- ▶ Master's Degree in Police Science, Public Policy/Administration, Organizational Leadership or related field preferred.
- ▶ Valid Colorado Driver's License and satisfactory driving record. Out of state candidates must obtain Colorado License within 6 months of hire.
- ▶ Current State of Colorado Peace Officers Standards Certificate required (POST Certification). Out of state candidates must be able to obtain POST Certificate prior to hire.

RESIDENCY REQUIREMENT: Residency within the Park R-3 School District Boundary is preferred. May reside within 60-minute response time to Town Hall as verified by Google Maps with approval of the Town Administrator.



COMPENSATION AND BENEFITS

The salary range for this position is \$144,189 - \$209,074 annual equivalent, depending on qualifications and experience. The Town of Estes Park offers a generous benefits program, including medical (eligible spouse, family), dental (family), and vision (family) insurance; life insurance; sick leave, vacation time, and floating holidays; and an \$80/month cell phone allowance. The Town participates in the MissionSquare retirement 401(a) plan, with a 9% employee contribution and a 14.78% employer contribution. A 10% discount at the community center and dependent care reimbursement is also offered.





APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Charles Kimble, Senior Vice President
CharlesKimble@governmentresource.com
910-261-6681



The Town of Estes Park is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

Town of Estes Park
estespark.colorado.gov

Estes Park Police Department
estespark.colorado.gov/pd

Estes Park Economic Development Corporation
estesparkedc.com

Estes Chamber of Commerce
esteschamber.org

Visit Estes Park
visitestespark.com

