

# THE CITY OF IDAHO SPRINGS, CO

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**Chief of Police**  
**\$93,707 to \$135,104**

Plus--Excellent Benefits

*Apply to*  
**KRW Associates, LLC**  
[apply@krw-associates.com](mailto:apply@krw-associates.com)

*Deadline for Applications*  
**December 28, 2020**



## THE CITY

The City of Idaho Springs is a statutory city located approximately 30 miles west of Denver. Founded in 1859, it is the most populous municipality in Clear Creek County with a population of approximately 1,800 full-time residents and approximately 830 residential homes including apartments. The population increases by approximately 250 residents when rafting employees and USPS employees take residence in the area during rafting and the summer visitation season.

The City incorporates approximately 2 square miles bisected by approximately 4 miles of Interstate 70 which runs East/West through Clear Creek Canyon and is within the City's jurisdiction.

Included in the City is a segment of the Clear Creek Greenway, which will be incorporated into the coast to coast American Discovery Trail, and Virginia Canyon Mountain Park, a 500-acre City recreation area that is being developed through a public/private agreement including construction of a gondola in 2021. This park will attract visitors who enjoy sightseeing, hiking and mountain biking. Areas within the park include steep terrain which could present a challenge for visitors and first-responders.

In the early period of the Pike Peak Gold Rush, Idaho Springs was the center of the region's mining district. Mining in the immediate area has ceased; however, the history of that period and culture has reemerged as historic sites are being researched and developed. Chief among these are the City's downtown and the Argo Mine and Mill site which are both listed on the National Register of Historic Places.



Idaho Springs experiences moderately cold winters with an annual snowfall of 60 to 72 inches. Snowfall in the City itself varies due to it being situated in a canyon. Summers are warm through the day but evenings generally are comfortable.

## THE COMMUNITY

The City of Idaho Springs community is diverse. Many residents have been employed in the mining industry or are the ancestors of those who worked or supported the local mining industry. Most residents have an appreciation of the region's significance in Colorado and American history. Tourism in the area has seen a noticeable increase, and many residents are employed by the tourism industry.

A small historic district located in the center of the city includes shops and restaurants which have increasingly become incorporated in visitors' day-trip itineraries as well as stop-overs for skiers, hikers and thru travelers.

Carlson Elementary School is in the center of the City. Since 2017, the Department has established a satellite office in the school and an officer has been assigned the collateral duty of School Resource Officer.



## THE POLICE DEPARTMENT

The Department currently includes 9 sworn members including the Chief, Operations Lieutenant, 2 Corporals, and 5 Patrol Officers. The Department also includes 3 civilian positions: Records Supervisor, Records Specialist and Code Enforcement/Community Service Officer. Staff includes a part-time Marijuana Compliance Officer and two volunteers: a Chaplain and an Emergency Management Specialist.

In 2017 the Department entered into an Intergovernmental Agreement with the Colorado Rangers, a reserve officer agency that serves government patrons throughout Colorado. The Rangers provide reserve officer augmentation during special events and are available in emergencies or when the need of personnel exceeds available local resources.

The Department has a Mutual Aid Agreement with the Clear Creek County Sheriff's Department. It is not uncommon for the Department to provide back-up to the County outside the City and occasionally respond to scenes as first response when county units are more distant. Likewise, deputies provide back-up within the City as needed.



ISPD is a member of the Clear Creek County regional SWAT team. The Department also fields hostage negotiators.

## THE POSITION

The City of Idaho Springs' Police Department is a full-service public safety organization. The Police Chief's first and foremost responsibility is to provide leadership and direction in all aspects of the department's primary missions, public safety and service. The Chief of Police is appointed by the City Council and reports to the Mayor.

The appointed candidate will have an employment history including supervisory experience and leadership skills commensurate to that of a public safety division head, possess highly developed communication skills, ability to adopt and implement best practices, experience in managing a budget as well as projecting future budgetary needs, have the ability to effectively include and communicate with a diverse stakeholder base including residents, business owners, employees, visitors and other stakeholders.

The appointed candidate must also possess the degree of open mindedness to positively engage various social, business and special interest organizations who may sometimes have conflicting ideologies.

The Chief is required to live within a 45-minute response time of the jurisdiction. Although there is not a requirement to live in the City or County it is encouraged.

The Chief has access to a take-home vehicle.

The staffing model requires the Chief to respond on calls, generally as a back-up responder, as call load demands.



## COMPENSATION AND BENEFITS

The hiring range is \$93,707 to \$135,104 (DOQ).

### Benefits Include:

- Health insurance through Kaiser Permanente & United Health paid at 90% for employee and dependents.
- Dental insurance through Delta Dental paid at 90% for employee & dependents.
- Vision insurance available.

- Retirement pension through the Fire and Police Pension Association (FPPA) with 8% of salary contribution by the City.
- Deferred Compensation program available through Mass Mutual/Empower.
- Health and Disability plans available through AFLAC.
- Paid Time Off as follows:
  - First five years of service – 15 days annually;
  - Six through 10 years of service – 20 days annually;
  - 11 years of service or more – 25 days annually;
  - Plus 10 paid holidays.
- Legal Services available through Legal Shield.
- Clear Creek Recreation Center complimentary passes.



## KEY CHALLENGES AND OPPORTUNITIES

Between October 2015 and October 2020, the City of Idaho Springs Police Department was re-invented and today boasts an unsurpassed degree of community policing, interagency cooperation and level of stakeholder inclusiveness that is unprecedented. This was accomplished through unilateral partnership with City leaders and earnest outreach to the community. It will be the task of the next Chief of Police to further advance the department while instilling new innovations in community policing. Some of those challenges and opportunities include:

- Embracing the historic significance of the City and region and incorporating historic resource protection into an overall public safety plan.
- Incorporating the City Council's vision of efficient and successful police services into the overall operation.
- Maintaining the public's confidence in the integrity and commitment of the Department to Idaho Springs' diverse community.
- Continue to facilitate a bias-free workplace and embrace anti-racism ideologies in public service and policing activities as they pertain to the workforce and public.

- Demonstrate an ability to adjust to changing directives and the evolution of a City that is increasingly becoming a day-trip destination from the Denver metropolitan area.

Additionally, the Chief will be involved with providing oversight for the build out of the anticipated new Headquarters building.

## **EDUCATION AND EXPERIENCE**

Bachelor's degree. Formal education may be substituted by a minimum of 15 years of progressive public safety experience, including minimally 5 years of supervisory experience in law enforcement which by its complexity and scope demonstrates an ability to lead a small, full-service police department. A Master's Degree in a related field of study, and/or completion of the FBI National Academy a plus.

The selected candidate must hold or be eligible to secure a State of Colorado Police Officer Standards and Training (POST) Certification. Applicants currently holding law enforcement certifications from other states may be considered if they are eligible to apply for POST certification under reciprocity provisions. Out of state applicants must submit application for a Colorado POST certification prior to reporting to work and certification must be received within six months of the Chief's date of hire.

Experience working in a leadership capacity in a community with high call load is preferred.

## **TO APPLY**

KRW Associates, LLC, is assisting the City in this search. Applications will be accepted electronically until **5PM (Mountain Time) Monday, December 28, 2020** by KRW Associates, LLC, at [apply@krw-associates.com](mailto:apply@krw-associates.com) and must include a cover letter, resume (with salary history), and 6 professional references.

**Questions** should be directed to Lorne Kramer, Dr. Gerald Williams, (Jerry) KRW Managing Partners or Gina McGrail, KRW Senior Associate at [info@krw-associates.com](mailto:info@krw-associates.com) or by phone at 719-310-8960, 303-726-6220 or 303-249-9572.

*The City of Idaho Springs, CO is an equal opportunity employer.*