

Town of Silverthorne, CO

Chief of Police

Hiring Range:
\$142,000—\$190,000
(Depending on Qualifications)

Seeking an experienced Chief of Police
to provide leadership and sound direction to
the Silverthorne Police Department.

The Town of Silverthorne is being assisted by KRW Associates, LLC.

Submit application materials to: apply@KRW-Associates.com

Deadline: **June 30, 2023** (5:00 PM Mountain)



The Town & Surrounding Community

The Town of Silverthorne, CO (pop. 5071) is a scenic mountain community and a popular year-round tourist destination, located in the heart of Summit County, approximately 70 miles west of Denver along Interstate 70, at the intersection of Highway 9 and Highway 6. The Town (elevation 8,730) is situated between the Gore Range to the west, and the Continental Divide to the east. The Denver International Airport is roughly 100 miles from Silverthorne and is normally less than a two-hour drive.

Silverthorne and the surrounding area serve as a playground for those who live an active outdoor lifestyle. Locals and visitors enjoy the five ski areas that are within a half-hour drive from the Town – Breckenridge, Copper Mountain, Keystone, A-Basin, and Loveland. Vail and Beaver Creek are less than an hour away. Numerous recreational amenities are also close by.



The Blue River, a Gold Medal trout stream meanders through the heart of the community, making Silverthorne a popular fishing destination. The Blue River Trail bicycle/walking path runs along its banks and connects to a countywide bike path system.

The 18-hole *Raven Golf Club at Three Peaks* on the north side of Town offers stunning views of *Buffalo Mountain* and the “*Three Peaks*” for which it is named. Silverthorne offers six municipal parks including an 11,300 square foot skateboard park, sand volleyball courts and soccer field in *Rainbow Park*.



Nearby Lake Dillon provides opportunities for sailing, paddle-boarding, boating, fishing, biking and camping, while the White River National Forest offers opportunities for biking, hiking, camping, hunting, snowmobiling, and snowshoeing. Silverthorne also boasts a vibrant and active arts and culture scene, shopping and unique dining options. The Town operates the Silverthorne Performing Arts Center, which houses Theatre SilCo, and also operates the Silverthorne Pavilion event venue, and the Art Spot, a makerspace that offers a creative space where artists can thrive and community members can experience the arts through programs, classes and events. Silverthorne operates a 62,000 square foot Recreation Center, with four swimming pools, water slides, an indoor track, a sauna, steam room, a full selection of exercise equipment, and tennis and pickleball courts.



The Town & Surrounding Community (continued)

Working for the Town of Silverthorne provides the unique opportunity to be part of a small, cohesive community and environment of mutual respect, situated amongst stunning scenery in the heart of the Rocky Mountains. The seven-member Town Council enacts local legislation, adopts budgets, determines policies, and appoints a Town manager to administer the Town government. The Chief of Police reports directly to the Town Manager.

Silverthorne lives up to its mission: *“Silverthorne is about possibility. We provide our team, community, businesses, and visitors a foundation to realize their potential.”* Silverthorne’s work is guided by the values of: Balance, Fun, Pioneering Spirit, Teamwork, Integrity, and Zeal.

The residents who live in Silverthorne, Breckenridge, Dillon and Frisco are served by the nine public schools within the Summit School District. A diverse population of students are provided an excellent well-rounded education.

Silverthorne has so much to offer. This is a truly a destination for visitors of all ages, and a great place for locals to live, work and raise a family. We invite candidates who love the outdoors and embrace the unique mountain lifestyle this community offers.

For more information about the Town and region please visit the Town website at www.silverthorne.org and County website at www.summitcountyco.gov.





The Department

The Silverthorne Police Department is an accredited police department, with the mission to: *“Enhance the quality of life within the Town by working closely with the residents on the development and delivery of professional police services”.*

The Department is led by the Chief of Police, who is assisted by the Assistant Chief and the Office Manager. The Assistant Chief oversees one Investigations Sergeant and four Patrol Sergeants, while the Office Manager oversees the Police Records and Administrative Assistant. When fully staffed, the department strength is 25 full-time employees- this includes 14 Patrol Officers, an Evidence Technician, and a Detective.

In 2022, the Police Department responded to 7,268 calls for service. The 2023 budget for the police department is \$4.2 million.

The Town also hosts a Citizens Advisory Committee monthly to assist the department on policy development and relevant policing issues.



The Position

The Police Chief is a member of the Town’s Executive Leadership Team, which consists of the Town Manager, Assistant Town Manager, Finance Director, Public Works Director, and Recreation and Culture Director.

The Police Chief plans, coordinates, and directs the activities of the Police Department, managing the resources and establishing departmental goals and objectives while delivering efficient and effective public safety services to the community. The Police Chief oversees the administration and operations of the Police Department comprised of the Patrol, Investigations, and Support Services functions. This is a highly visible position within the community, and collaborates regularly with the Town staff, elected officials, town committee members, partnering agencies, local businesses, non-profits, the school district and the community at large.

The Chief of Police should have experience and expertise in leadership, management, budgeting, strategic planning, policy development, public-speaking, effective deployment of resources, community policing, and modern policing philosophy, principles and tactics. The Chief should demonstrate excellent and polished professional communication skills, and be comfortable and proficient addressing a variety of key stakeholders including the Town Council and the media. The Chief is responsible for the oversight of the Public Safety Department, including officer recruitment, hiring, training, retention, performance evaluation, mentoring, coaching, and overseeing the department workload. The Chief should be prepared to share in the on-call schedule with the Asst. Chief, acting as an emergency back-up for Sergeants.



Qualifications

- Bachelor's degree.
- A minimum of 5 years of leadership experience in law enforcement at the Chief, Assistant Chief or Command-level and the demonstrated 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, Southern Police Institute, Northwestern Command College, or equivalent is a plus.
- A sense of humor and the ability to establish a strong rapport with both departmental members and Town staff.
- 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.
- The Chief of Police is required to reside in Summit County; residency within the Town of Silverthorne is preferred.

Police Department Core Values

Integrity

Teamwork

Compassion

Diversity

Respect

Innovation

Professionalism



Compensation & Benefits

Hiring Range - \$142,000 - \$190,000 (DOQ)

Summary of Benefits

The Town of Silverthorne's benefits package represents a significant contribution toward the total compensation package. This Cafeteria benefit package is designed to help employees reach their physical, financial, and mental health goals. The package includes an allowance to spend on benefits, such as:

- Medical Plan (United Healthcare)
- Dental Insurance (Delta Dental)
- Vision Insurance (VSP)
- Flexible Spending Account (FSA) for Health Care and Dependent Care (Alerus)
- Life and AD&D (Lincoln Financial Group)
- Long-Term Disability (Lincoln Financial Group)- 100% paid by the Town
- Voluntary Short-term Disability and other insurance plans (Lincoln Financial Group)
- Employees Assistance Program (EAP) (Mines & Associates)
- Town Wellness Program
- Retirement Plans
 - 401(a)- Retirement Plan- This plan is in lieu of Social Security. (Mission Square)
 - Roth IRA and 457 Deferred Compensation (Mission Square)
- Personal Time Off
 - Personal Time- 22 days per year for sickness or vacation (May be negotiable for the new Chief.)
 - Holidays- 11 paid holidays per year- including 4 floating holidays
- Computer Loan Program
- Car Wash
- A Take-home vehicle
- Housing and Relocation Assistance
 - Housing Purchase or Rental Assistance Programs
 - Transitional housing or a housing allowance will be made available for the new Chief of Police. (The Chief is required to reside in Summit County; residency within the Town of Silverthorne is preferred.)
 - Moving expense assistance
- Signing bonus-The Chief may be eligible for a signing bonus.



Photo credit: FotoMattern

Opportunities & Challenges Facing the Chief of Police

- **Recruiting and Retention of Officers**
Silverthorne is looking to stabilize staffing levels, and enhance and expand Diversity within the department.
- **Construction of a New Police Facility**
The successful candidate will be expected to assist in the planning, design and development of a new Police facility in the coming years.
- **Developing Strategic Partnerships**
The new Chief will continue to develop strong and strategic relationships with neighboring Law Enforcement agencies in the region.

To Apply

Application materials accepted electronically at:
apply@krw-associates.com

Attach a cover letter, a resume, and contact information for six (6) professional references.

Deadline: June 30, 2023 (5:00 PM Mountain)

Questions

KRW Associates LLC is assisting the Town of Silverthorne with this search. Questions should be directed to: info@krw-associates.com or by phone to: KRW Managing Partner Lorne Kramer at 719-310-8960, or KRW Associates Mark Collins at 307-460-1941 or Gina McGrail at 303-249-9572.

The Town of Silverthorne, CO is an equal opportunity employer.

