

THE CITY OF CANON CITY, CO



Chief of Police
\$94,373 to \$127,679

Plus--Excellent Benefits

Apply to
KRW Associates, LLC
apply@krw-associates.com

Deadline for Applications
August 17, 2020



THE CITY

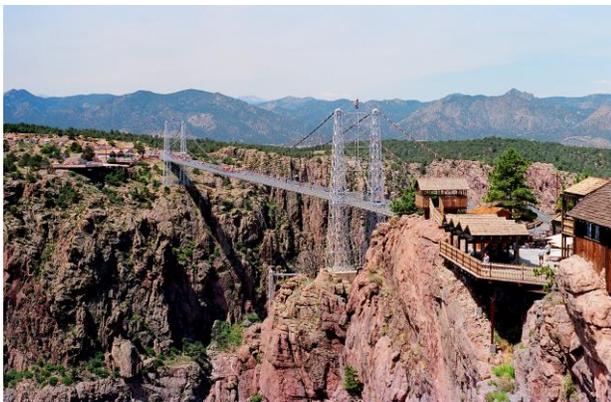
Canon City is proud of their rich heritage and many cultural and artistic venues. Located in the South-Central portion of Colorado, it is a Home Rule Municipality and the county seat of Fremont County. It is a Council-Administrator form of government with Administrator reporting directly to the City Council. Canon City was founded in 1858 during the Pike's Peak Gold Rush and was originally intended as a commercial center for mining in South Park and the upper Arkansas River. With a city population of 16,725, Canon City straddles the easterly flowing Arkansas River and is a popular tourist destination for whitewater rafting, sightseeing and rock climbing.

THE COMMUNITY

Canon City is well known for its many public parks, fossil discoveries, Skyline Drive, the Royal Gorge, and extensive natural hiking paths. The city is commonly referred to as "the Climate Capital of Colorado" due to its unique geographical location and 5,300-foot elevation which protects it from harsh weather conditions.



Nearby tourist attractions include Royal Gorge Route Railroad, Royal Gorge Bridge and Park, Red Canyon Park, The Abbey Winery, and the Museum of Colorado Prisons. Jeep tours and Segway tours are available to explore local parks such as Red Canyon Park or Skyline Drive. Other activities include mountain biking, fishing, zip-lining, and rafting the Arkansas River. The city is located on U.S. Highway 50 and is within an hour drive of the Colorado Springs airport with daily service by major airlines.



THE POSITION

The Canon City Chief of Police's primary responsibility is to provide leadership and direction to the Canon City Police Department. The Chief of Police reports directly to the City Administrator. The Chief of Police directs and coordinates all Police Department operations and activities. The Canon City Police Department is comprised of 39 sworn officers and 10 civilian employees. The current budget for the Police Department is \$6,028,378.

The successful candidate will have proven municipal police supervisory and executive level leadership skills, be an excellent communicator, be skilled in best practices in contemporary state of the art policing, have experience in public sector police budgeting and have the ability to work with a multitude of stakeholders/businesses and foster positive relationships between different organizations and local businesses. Experience in a rural community is desired. The City is also looking for its next Chief of Police to be one who is willing to commit to Canon City for a significant length of time and the energy and experience to lead a youthful Department forward.

COMPENSATION AND BENEFITS

The hiring range annually is \$94,373 to \$127,679 (DOQ).

Although there is not a requirement to live in the City it is strongly encouraged. There is a requirement that the Chief be a resident of Fremont County.

Canon City has an excellent benefit package. Benefits are comparable to similar sized communities in Colorado.

All Sworn Officers are automatically enrolled in the Colorado Fire and Police Pension (FPPA) system. Employees pay an 11% contribution with a city match of 8%. In addition, sworn officers are automatically enrolled in the FPPA 457 Plan with a contribution of 3.10%.



Additional benefits include:

- Paid time off with yearly accrual.
- Eleven paid holidays annually.
- Health, Dental and Vision Insurance.
- Flexible Spending Accounts.

- Employee Assistance Program
- Life Insurance (\$150,000 employee, \$20,000 Spouse & \$5,000 for children)
- Disability Plan
- Other Benefits:
 - Short Term/Long Term disability
 - Additional voluntary life and AD&D insurance
 - Tuition Reimbursement
 - Aflac policies: accident, hospital, cancer, dental and vision coverage
 - Cell phone discounts
 - Royal Gorge Bridge annual pass.

KEY CHALLENGES AND OPPORTUNITIES

- Embracing a rural, landmark, historic community
- Providing mentorship to a young department.
- Cultivating a strong, effective leadership team within the Department
- Willing to seek creative ideas and the realities of recent budget challenges
- Seeking solutions to the challenges of both homeless and drug related issues
- Ensuring public confidence in the integrity of the Department



EDUCATION AND EXPERIENCE

The position requires a bachelor's degree from an accredited college or university, ten to fifteen years of municipal police experience, including four years of command level experience; or any equivalent combination of education and experience. Preferred candidates will possess a master's degree and will have attended the FBI National Academy or similar leadership and command training. The ability to obtain the State of Colorado Police Officer Standards and Training Certification and a Colorado Driver's License. Experience working in a leadership capacity in a rural community, is also preferred. Candidates should also possess an understanding of Community Policing concepts, have a comprehensive understanding of all aspects of municipal policing and a management style that is inclusive and participatory.

TO APPLY

KRW Associates, LLC, is assisting the City in this search. Applications will be accepted electronically until 5PM (MDT) August 17, 2020 by KRW Associates, LLC, at apply@kwr-associates.com and must include a cover letter, resume (with salary history), and 6 professional references.

Questions should be directed to Lorne Kramer or Dr. Gerald Williams, (Jerry) KRW Managing Partners at info@kwr-associates.com or 719-310-8960 and 303-726-6220.

The City of Canon City is an equal opportunity employer.