



ASPEN  POLICE

POLICE CHIEF



EXECUTIVE
RECRUITMENT
PROVIDED BY





THE COMMUNITY

The City of Aspen, Colorado is a world-class resort community nestled in the mountain peaks of the White River National Forest. There are over 300 days of sunshine each year. Known for unparalleled outdoor recreation opportunities, breathtaking landscapes, and an abundance of arts and cultural amenities, the Aspen community is a close-knit year-around community of approximately 7,700 residents, with seasonal fluctuations to around 15,000 visitors and part-time residents. Residents are passionate, highly engaged, and embrace the opportunities to advance the Aspen Idea: the integration of mind, body and spirit.

In addition to the opportunities to connect with nature, the Aspen community is known for its open-mindedness, inclusivity, welcoming pleasant disposition, and willingness to share experiences with visitors from around the world. There is a keen sense of culture and community in Aspen and the greater Roaring Fork Valley community, which is a big part of what makes Aspen's mountain culture unique and a cherished asset.

Locals and visitors enjoy an influx of many exciting events, such as the Aspen Music Festival, Winter X-Games, the Aspen Ideas Festival, the Aspen Food and Wine Classic, World Cup skiing competitions, and the International Design Conference. Living in Aspen provides access to outdoor experiences that are second to none including world-class skiing and snowboarding, hiking, rock climbing, hang-gliding, camping, white water rafting, and fly fishing in gold medal waters.

The Aspen dining scene rivals the experience of large metropolitan areas. There is something for everyone – ranging from quick grab-and-go to five-star dining with top executive chefs. Its offerings are a celebration of local ingredients and international flavors, featuring a vast variety of cuisines.

Other activities include the Aspen Institute, the Aspen Center for Physics, Jazz Aspen, Aspen Mountain Film, Aspen Comedy Festival, the Aspen Center for Environmental Studies, Theatre Aspen, Aspen Film Fest, Wheeler Opera House, the Aspen Art Museum, and the Anderson Ranch Arts Center.



THE COMMUNITY, CONTINUED

Major employers in the area include Stay Aspen Snowmass, Aspen Valley Hospital, St. Regis Aspen Resort, Aspen School District, Roaring Fork Transportation Authority, Aspen Ski Company, City of Aspen, Aspen Music Festival and School, and the Aspen Institute.

The City of Aspen is located 40 miles south of the I-70 corridor on State Highway 82. At only 3.9 square miles, the community is part of a robust transportation system including a 10-minute commute to the Aspen Airport, with over 20 commercial flights per day into 11 direct flight markets. Aspen is part of the largest rural regional bus transportation system in the nation.

The Aspen School District is known for its academic rigor, including recently transitioning to the International Baccalaureate curriculum from kindergarten to twelfth grades. The community is also served by multiple preschools, and a private k-8 school, Aspen Country Day.

The median household income is \$77,669. Further, Aspen/Pitkin County is home to one of the largest affordable housing programs in the nation, with 3,200 units available to year-around working residents. The median price of deed restricted housing is approximately \$558,000. Public safety personnel are offered priority considerations in the program.

Due to the unique nature of the housing products available, free market housing prices vary greatly, with a median sales price of \$3.2 million. See more information on city-sponsored housing for this position in the compensation and benefits section.

ORGANIZATIONAL MISSION AND VALUES

The City of Aspen's mission is to engage with positive civil dialogue, provide the highest quality innovative and efficient municipal services, steward the natural environment, and support a healthy and sustainable community for the benefit of future generations with respect for the work of our predecessors.

Our values guide our work.

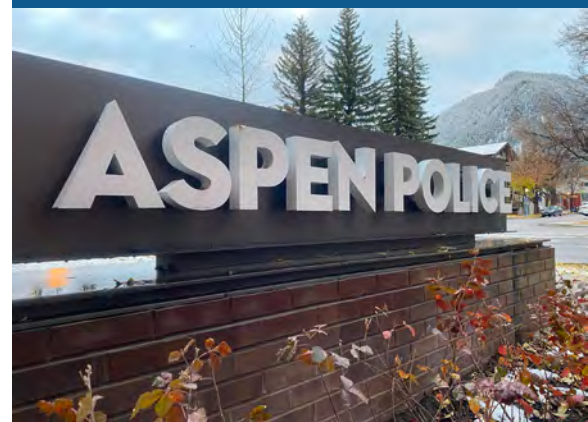
- ★ **Service:** We serve with a spirit of excellence, humility, integrity, respect.
- ★ **Partnership:** Our impact is greater together.
- ★ **Stewardship:** Investing in a thriving future for all by balancing social, environmental, and financial responsibilities.
- ★ **Innovation:** Pursuing creative outcomes, grounded in Aspen's distinctive challenges and opportunities.

GOVERNANCE AND ORGANIZATION

The The City of Aspen operates as a council-city manager form of government with home rule authority. There are five council members, including the mayor, elected at-large. The mayor is elected for a two-year term and council members are elected for four-year, overlapping terms. A majority of the council (two councilors and the mayor) are elected every two years; thereby, ensuring continuity of government with maximum political responsiveness to the voters.

The City Manager, City Attorney, and Municipal Judge are appointed by the City Council. The Police Chief is hired by and reports to the City Manager and is confirmed by City Council.

Sara Ott has been the City Manager for Aspen since 2019 and served as Aspen's Assistant City Manager from 2017-2019. She oversees 23 lines of business providing a diverse series of community services and capital projects, such as renewable energy, utilities, downtown vitality, affordable housing development, community development, parks and recreation, police, public transit, and more. Prior to joining





GOVERNANCE AND ORGANIZATION, CONTINUED

Aspen's management team, she spent 18 years in a variety of roles for midwestern local governments. Sara's leadership philosophy is simple: "We do work worth doing," meaning work that is meaningful to the employee, the community, and future generations of Aspenites.

The new Aspen police station was constructed in 2018, with state-of-the-art and award-winning design features.

The city has 330 full-time employees, 250 part-time employees, and 60 seasonal employees with a 2022 budget of \$168 million.

ABOUT THE DEPARTMENT

Since the early 1980s, the Aspen Police has refined a policing philosophy focused on community engagement and positive interaction as the norm. A steady progression to refine this philosophy has led to a department highly attuned to trust-building, dedicated to respectful interactions, and keenly aware of its role in the need to achieve equity and social justice.

Department staff strongly believe in the principles of Sir Robert Peel, particularly the 7th principle, which states, "...the police are the public and the public are the police...", and the 9th principle, which states, "To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them." This results in a policing philosophy that emphasizes education and compliance over enforcement.

The department is composed of 40 employees and provides services in public safety, patrol, investigations, mental health assistance, security alarm systems, bear and wildlife awareness, pedestrian, motor vehicle and cyclist safety, fingerprinting, and VIN inspections. The 2022 department budget is \$6,117,950.

In 2021, the Aspen police responded to more than 844 wildlife sightings of moose, coyotes, bears, and mountain lions; more than 1,000 calls related to mental health with the help of the Pitkin Area Co-Responder Team (PACT) that includes a mental health care provider and a police officer; responded to the 63% increase in theft; and worked to address a recent increase in fraud cases.

ABOUT THE DEPARTMENT, CONTINUED

All department members are hired for their ability to communicate, empathize, and problem-solve. It is a policing team that regards itself as a family who are able to support community members through a non-traditional policing response. This approach seeks long-term resolutions while respecting where an individual is in life. Aspen police have the time to think creatively, the awareness to empathize, and the discretion to act in the individual and community interest. A high standard of training, a close relationship with neighboring jurisdictions, and concrete partnerships with service provider colleagues allow for a comprehensive response to current policing issues.

The department employs two human services officers. These officers are full-time sworn law enforcement officers that focus on supporting individuals during times of crisis and connecting individuals with support services. The department also employs one school resource officer in a joint program with the Pitkin County Sheriff's Office.

Communications services and a 911 answering point are provided through an intergovernmental agreement with Pitkin County, Co. The communication services and 911 services are governed by a joint committee of all public safety agencies in the county.



ABOUT THE POSITION

Under the direction of the City Manager, the Aspen Police Chief is responsible for the overall management of the police department in all areas of law enforcement and public safety. The Police Chief is responsible for achieving goals and objectives for the department set jointly with department staff and the city manager, consistent with the organization's values and mission statement. This position exercises direct supervision over the Assistant Police Chief of Operations and the Assistant Police Chief of Administration. The position is responsible for the development and execution of annual operating and capital budgets.

The Police Chief will possess a knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process. The chief will be experienced with the use of relevant equipment, policies, procedures, and strategies to promote effective local, state, and national security operations for the protection of people, data, property, and institutions.

The Chief will work well with diverse groups of people, both inside and outside the organization. The Chief should demonstrate technology skills sufficient for the nature and level of position and a willingness to learn new technologies.

The Chief must balance social, environmental, and financial responsibilities, evaluating the impact of decision making on a thriving future for all. The Chief represents the department to public officials, public and private organizations, individual citizens, and the media. The Chief serves as a member of the city manager's executive leadership group (agency director team), and thereby is looked upon to participate in overall leadership of the city administration.



IDEAL CANDIDATE

Aspen is seeking a visionary, values-based leader to serve as its next Police Chief. The ideal candidate is someone who aligns with the city's mission and values, and demonstrates a calm demeanor, diplomacy, and collaboration.

The police department has a large role in maintaining a positive tourism environment and a chief must be able to balance the demands of community and resort living. This includes having experience managing large incidents and demonstrating a commitment to the use of the Incident Command System. The next police chief will be a good listener and a strong communicator, who is culturally competent and is committed to advancing diversity, equity, inclusion and belonging in the community and the department.

The most competitive candidates for the Police Chief position will have experience in collaborative executive teamwork, along with partnerships in the community. Preferred candidates are dedicated to serving as servant leaders while upholding high-performance expectations.

The ideal candidate has experience dealing with mental health and substance use challenges, recognizing these are societal issues in which law enforcement is a partner in supporting people. This will be someone who has implemented practices to address these issues in the community.

Further, the ideal candidate understands and supports officer wellness programs as well as recognizing the importance of addressing the issues affecting the recruitment and retention of officers.

The ideal candidate will also:

- ★ Provide service with excellence, humility, integrity, and respect in daily work; build trust by listening; treat people with respect; acknowledge opportunities for improvement; and follow through with commitments.
- ★ Actively create strong, supportive internal and external relationships to attain a common goal and achieve greater impact together.
- ★ Develop technical expertise to pursue new ideas and creative outcomes, grounded in Aspen's unique culture, opportunities, and challenges.
- ★ Respond appropriately in a variety of situations, able to meet the needs of a given moment and make sound decisions in uncertain circumstances when the outcome is unclear.
- ★ Be knowledgeable of business and management principles involved in strategic planning, resource allocation, leadership technique, and coordination of people.
- ★ Understand financial processes and procedures such as city budgeting and accounting.
- ★ Able to identify complex problems and review related information to develop and evaluate options and implement solutions.
- ★ Able to exercise good judgment in facilitating highly confidential matters.

EDUCATION AND EXPERIENCE

A bachelor's degree in law enforcement, criminal justice, public administration, or a related field, and seven years of law enforcement experience, including at least five years in a law enforcement patrol-related supervisory role, is required. A master's degree in public administration is preferred. Must possess a Colorado State Police Officer Standards and Training (POST) certification or out-of-state candidates will need to receive provisional certification from Colorado POST prior to their start date. A Colorado driver's license is required within 30 days of employment.

This position requires candidates to satisfactorily pass a criminal background check, physical examination, polygraph test, drug test, and psychological examination upon hire. Must be willing to work evening and weekend hours in addition to normal hours.

COMPENSATION AND BENEFITS

The salary range is \$140,000-\$209,040, dependent on qualifications and experience. The city of Aspen offers a comprehensive benefits program including health, dental, vision, disability, and life insurance; generous paid vacation and sick leave; and a city cell phone, computer, and take-home vehicle. Police officers are required to contribute 9% of their gross monthly salary to a 401(a) retirement plan through Mission Square. The city of Aspen then contributes 10%, and an employee is fully vested after five years of employment. After five years, the city of Aspen contributes 11%, and after 10 years, 12 percent. The city of Aspen also contributes 2.20% towards a 457 deferred compensation plan. The Aspen police department has an onsite workout facility, available 24/7. Additional benefits include but are not limited to a wellness incentive, tuition assistance, and free recreation center passes to staff and families for volunteering at city-sponsored events. Housing within the city of Aspen is available for this position, with terms negotiable with the preferred finalist. Housing availability is matched to household size, with rental and purchase options available at pricing considerably below free-market pricing. Relocation assistance is available. Residency within the city of Aspen is preferred.



APPLICATION PROCESS

[Please apply online](#)

First review of applications: January 5, 2023

For more information on this position contact:

Eddie Salame, Senior Vice President

eddiesalame@governmentresource.com

817-239-2930

The City of Aspen is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Aspen

<https://www.aspen.gov>

Aspen Police Department

<https://www.aspen.gov/404/Police>

Economic Development

<https://aspenchamber.org/membership/economic-development>

Chamber of Commerce

<https://aspenchamber.org>



CITY OF
ASPEN



POLICE



CITY OF ASPEN

