

THE CITY OF BLACK HAWK, CO



Chief of Police
\$139,442 to \$160,358

Plus Excellent Benefits

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

Deadline
June 3, 2020

THE POSITION

The Black Hawk Chief of Police's primary responsibility is to provide leadership and direction to the entire Black Hawk Police Department. The Chief of Police is appointed by the City Manager and reports directly to the Manager.

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. The City is also looking for its next Chief of Police to be one who is willing to commit to Black Hawk for a significant length of time and energy in leading the Department forward.

COMPENSATION AND BENEFITS

The hiring range annually is \$139,442 to \$160,358. The top of the salary range currently is \$181,275 annually.

This position does not have a residency requirement.

Benefits are comparable to Denver metropolitan area municipalities at an average cost savings of 30%.

- Employee pays 10% of the premium toward the City's High-Deductible Healthcare Plan with Kaiser Permanente for employees and their eligible dependents
- City's contribution of 75% – 140% is made toward medical deductibles, nearly 300% more than comparison cities (depending on enrollment in medical plan), City contribution is made to employee owned Health Savings Accounts (HSA)
- City provides 100% of the premium for dental coverage with Delta Dental of Colorado for employees and their eligible dependents
- City provides 100% of the premium for vision coverage with EyeMed for employees and their eligible dependents
- City provides 100% of the premium for life insurance and AD&D, 2 times annual salary up to \$300,000
- City provides 100% of the premium for Short-Term and Long-Term Disability coverage
- Up to 12% employer match in 401(a) Defined Contribution Plan and 457 Deferred Compensation Plan with ICMA-RC
- Take Home Vehicle
- Annual Paid Time Off – Up to 336 hours
 - ✓ 88 hours of annual holiday pay
 - ✓ 32 hours of annual floating holiday pay

- ✓ Up to 120 hours of annual vacation pay – negotiable
- ✓ 96 hours of annual sick leave pay

KEY CHALLENGES AND OPPORTUNITIES

- Embracing work in a landmark, historic building
- Cultivating a strong, effective leadership team within the Department
- Successfully communicating to department personnel City Council's vision for the City as Colorado's premier resort destination community
- 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, a minimum of fifteen (15) years of progressive supervisory experience including five (5) years command experience in a law enforcement agency, and the ability to obtain the State of Colorado Police Officer Standards and Training Certification and a Colorado Driver's License. Preferred candidates will possess a Master's degree and will have attended the FBI National Academy or similar leadership and command training. Experience working in a leadership capacity in a mountain resort, tourist or gaming-based environment 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. The City may consider a combination of education and experience.

THE BLACK HAWK POLICE DEPARTMENT

In 1990 citizens of the State of Colorado approved limited stakes gaming, which began October 1, 1991. During that same year the Board of Aldermen officially changed the head of the department from Town Marshall to Police Chief. The City has had four police chiefs since 1991.



The Black Hawk Police Department has 39 full-time employees who provide around-the-clock law enforcement services. The Black Hawk Police Department answers approximately 6,000 calls a year and is headquartered in a historic schoolhouse originally constructed in 1870. A newly constructed facility is used for patrol functions. Police Department operations include 911 Dispatching services. The Black Hawk Police Department provides law enforcement services related to non-gaming activity. The Division of Gaming enforces gaming laws within the City limits. The employees of the Police Department are committed to the on-going delivery of great professional police service and making Black Hawk an enjoyable place to live, work and visit.

The Black Hawk Police Department's 2020 operating budget is \$5,035,943.

THE CITY

The City of Black Hawk is a former mining town turned casino city, situated 20 miles west of Golden. With an active casino community, it is hard to believe that the City only has 100 full-time residents. Black Hawk is open 24/7 for casino fun, which includes 1500 hotel rooms. Black Hawk is located in the mountains of Gilpin County at 8,042 feet of elevation. The City of Black Hawk's city motto is *"Preserving the Past, Preparing for the Future, Still Making History."*

https://youtu.be/G_HXCteffoM (4th of July Celebration – Boom Town)



THE COMMUNITY

Over the past 30 years Black Hawk has become the Las Vegas of Colorado garnering a staggering \$900 million investment in land, casinos, and infrastructure. The City continues to preserve its historic sites while embracing new developments to accommodate tourism. City leaders are focused on making Black Hawk a resort destination.

Nearby Golden Gate Canyon State Park has over 100 campsites, suitable for tents and RV's, the Park also has several ponds for fishing, and many hiking trails open to the public.



Nearby tourist attractions include several ghost towns, mining tours, a hot spring, and ski areas including both Eldora Mountain and Loveland. Also close by are the national lands of Arapaho National Forest and James Peak Wilderness. The Peak to Peak Byway is a scenic drive with unbelievable vistas. And in near-by Central City the popular Central City Opera House offers entertainment options during the summer season.

<https://youtu.be/8rFu1jMLH9Y> (Maryland Recreational Park)

TO APPLY

KRW Associates, LLC, are assisting the City in this search. Applications will be accepted electronically until 5PM (MDT) June 3, 2020 by KRW Associates, LLC, apply@krw-associates.com and must include a cover letter, resume (with salary history), and 6 professional references.

Questions should be directed to Dr. Gerald L. Williams, (Jerry) KRW Managing Partner at info@krw-associates.com or 303-726-6220 or Sonja Nelson KRW Associate at info@krw-associates.com

The City of Black Hawk is an equal opportunity employer.