

Town of Eaton, CO

Chief of Police

Salary Range: \$ 134,844 - \$188,741

(DOQ for Hiring)



KRW Associates LLC is assisting the Town of Eaton with this search.

Deadline: January 31, 2025, 5:00 pm MST

The Town & Surrounding Area

The Town of Eaton, Colorado (pop. 5,789) is located in Weld County, 62 miles north of Denver, 22 miles east of Fort Collins and just 7 miles north of Greeley. Home to over 120 businesses, Eaton has a labor force of over 3,000. Eaton strives to create a business-friendly community and promote local economic growth. Downtown you will find local businesses including boutiques, restaurants and more. Construction, agriculture, retail, health care and educational services are primary employers and economic drivers for the community.

Residents enjoy the small-town atmosphere, yet with easy access to the many amenities and conveniences offered by a larger front-range metropolitan area. There are a variety of compelling reasons why Eaton is a great place to live, work and raise a family.

The Eaton School District (enrollment 2,000+) is home to three elementary schools, one middle school and one high school. As a school-centered community, Eaton takes great pride in the quality education provided to its students as well as the extra-curricular activities and sports teams that bring the Town together. Some resources utilized by the students, families and the larger community include, an Early Learning Center, the Boys & Girls Club, the Recreation Center, and the Eaton Public Library.

The area is also known for its great access to quality higher education. Colorado State University (CSU) located in Fort Collins, and the University of Northern Colorado (UNC) and Aims Community College, both located in Greeley are close by and enjoy excellent reputations.

The Eaton Area Park & Recreation District, offers special community events and is gathering place where residents have access to fitness facilities, an aquatics center and community meeting spaces. The Chamber of Commerce also organizes some community events including the annual Eaton Days in July.

Eaton is an ideal location for those who appreciate living on the plains but with close proximity to the Rocky Mountains. It's just a 90-minute drive to Rocky Mountain National Park, and only 20 minutes to the Pawnee National Grassland. Year-round outdoor recreational activities are many.



The Town & Surrounding Area (continued)

Weld County and neighboring Larimer County have beautiful hiking and biking trails, and several spots for fishing, boating, birding, and camping. The Great Western Trail starts in Eaton, goes through Severance, and ends in Windsor where users can access other regional trails to connect them to Greeley and Fort Collins. Weld County alone is home to eight public and two private golf courses.

Quality emergency services are also a priority. In addition to the excellent services offered by the Eaton Police Department and Eaton Fire Protection District, the area is home to Banner Health's Northern Colorado Medical Center located in Greeley. This is a full-service medical facility and a nationally recognized Level II Trauma Center. Medical Air Transport services have been operating since the 1980's and they currently have three helicopters for patient emergency transport.

Residents of Eaton receive services typically seen in a much larger municipality, yet retain the benefits of living a small-town lifestyle. There are many reasons that Eaton and the surrounding area is a sought-after location to put down roots. To learn more to go: <https://www.eatonco.org>.

The Town of Eaton is governed by a Mayor and a six-member Town Board of Trustees all who are elected at large and serve staggered 4-year terms. The Town Administrator is responsible for overseeing the day-to-day operations.

The Police Department

The Eaton Police Department is led by the Chief of Police, who reports to the Town Administrator. When fully staffed there are 18 total personnel—14 sworn, including the Chief, a Commander, a Corporal, two Sergeants, two Detectives and seven Officers, including two School Resource Officers and four non-sworn staff who are also critical to the success of the department. Non-sworn personnel include a Community Service Officer, a Court Clerk/Records Supervisor a Police Clerk and a part-time Court Runner/Records Clerk. All are under the general supervision of the Chief of Police.

The 2025 operating budget for the police department is approximately \$2.6M. The Town has experienced a significant downturn in general sales tax in the General Fund this past year which is the primary source of funding for the police department. Although the town implemented a new compensation program, the new chief will be expected to deal with the tightening of resources and personnel, and will need to offer alternative ideas for maintaining public safety expectations.



The Position

- The Chief of police is the Department's Chief Executive Officer, and is responsible for planning, organizing, and providing all administrative direction and oversight to the department. This involves oversight of all divisions-administration, police patrol, investigations, code enforcement, communications, and records. This position is a member of the Town's Executive Team, and lends professional assistance to the Team. The Chief contributes to the development and implementation of the Town's goals, objectives, policies, procedures and service standards.
- The Chief is the face of the police department and is expected to be accessible and transparent, and foster a cooperative working environment. As the department head, the Chief builds trust and engages with staff, department leaders, other town officials, elected/appointed officials, the community, citizen groups, and public and private entities and other stakeholders.
- The Chief confers with citizens and Town officials and other stakeholders on law enforcement problems and challenges, and assists in the development of innovative municipal law enforcement policies.
- The Chief serves as liaison for other law enforcement agencies to provide technical assistance, and to ensure responsive, appropriate delivery of law enforcement services.
- In partnership with the Finance Director and Town Administrator, the Chief is responsible for the department budget preparation, presentation, monitoring and compliance and is expected to research and seek funding alternatives, including writing grant applications.
- The Chief is responsible for the development of the department's mission statement, goals and objectives.
- The Chief is involved in hiring, and is responsible for staff's training and professional development. This position also plans, organizes, supervises, reviews and evaluates department staff and establishes and maintains a working environment that is conducive to positive morale, individual style, quality, creativity and teamwork in compliance with the Town's policies.
- The Chief coordinates the preparation of a wide variety of reports or presentations for town management and/or outside agencies.
- This position directs and oversees the planning and presentation of public involvement programs for neighborhoods, business, and other community groups.
- The Chief of Police collaborates closely with the Town's Workplace Safety Committee to develop and implement safety initiatives aimed at reducing workplace hazards.
- While this is not a traditional "working Chief" position, the ideal candidate should have sound tactical and operational skills and be able to perform police duties as necessary.

VISION

To partner with the community of the Town of Eaton in creating a safe environment for every citizen.

Qualifications

- High School Diploma or GED required. Postsecondary education is strongly preferred and expected, but may be substituted with years of professional experience in supervisory capacity demonstrating leadership or leadership training.
- A minimum of ten (10) years of experience with progressive advancement in a municipal police department or law enforcement agency; including at least (5) five years of command-level experience. A combination of education and experience may be considered.
- Demonstrated experience in leadership or supervisory roles.
- Must possess or be eligible to obtain a valid Colorado class “C” driver’s license.
- Must be Colorado P.O.S.T. certified, or obtain the P.O.S.T. certification within six months of hire.
- Must be well-versed in current federal, state, and local laws and ordinances, and remain current with understanding and applying best practices in law enforcement.
- The successful candidate must reside within a 30-minute response time of the police department.

Compensation & Benefits

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- Health, dental, gap insurance, life insurance and short and long-term disability . (The employee premiums are paid by the Town. Eligible dependent coverage is paid by the employee.)
- 401(a) Retirement Plan- The Town contributes 5% of salary; the employee contributes 3%.
- Voluntary 457(b) retirement savings plan with a 1% Town match.
- Paid Holidays– 13 per year.
- Paid Vacation and Sick Leave– based on length of service.
- Other types of leave are available per policy.
- Additional voluntary insurance plans are available for purchase.
- The Chief of Police is issued a take home vehicle, and a cell phone (with service paid by the Town).



The Ideal Candidate

- A servant leader who will recognize opportunities to lead the department.
- An experienced Law Enforcement professional who will mentor staff and create a succession plan.
- A visionary and strategic thinker– one who offers well–reasoned ideas for the future while executing and delivering on current projects and directives.
- A professional who is experienced with creating and managing a budget and overseeing the police department finances.
- One who values on-going professional training.
- An articulate communicator, who demonstrates effective communication skills (written, verbal and presentation). Is confident and comfortable serving as the department spokesperson.
- An effective listener who will consider new ideas and implement them, if appropriate.
- One who will serve as the face of the police department and be active and visible in the community.
- A teambuilder and leader who is accessible to the members of the department.
- One who understands and appreciates small-town culture and can navigate small-town politics.
- A valuable and contributing member of the Town’s Leadership team and an advocate for the PD.
- One who builds trusts within the department by making quality decisions and delegating responsibility when appropriate.
- An inspirational leader–one who can motivate and inspire officers to perform at their best.
- One who understands and embraces the principles of community policing, fosters positive department and community relations and works collaboratively with the community.



Opportunities & Challenges

The successful candidate will be a creative thinker and problem solver, and will

- support the vision of improving customer service and community engagement;
- provide leadership to a strong and dedicated team while being fiscally responsible with resources;
- embrace the culture of a small historic community;
- become a member of a strong and progressive leadership team in the Town;
- ensure public confidence in the integrity of the Police Department;
- work closely with other public safety partners in the area;
- build and maintain a strong reputation and a healthy culture;
- engage employees to empower problem solving while ensuring they are “known, matter, and included”, in keeping with the organizational culture; and
- promote an increasing usage of the Town’s exceptional mental health service options.



Seeking an experienced and inspirational
law enforcement leader
who can mentor and inspire officers
to perform at their best.



Apply Online

Open Positions | KRW Associates (www.KRW-Associates.com)

Click on *Position Information*, then *Apply Here* at the bottom of the posting.

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Questions?

Questions should be directed to: info@KRW-Associates.com or by phone to:

KRW Managing Partner, Lynn Johnson | 303-435-4138

KRW Managing Partner, Jerry Williams | 303-726-6220

KRW Senior Associate, Gina McGrail | 303-249-9572

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