

Chief of Police

City of Trinidad, CO

Salary Range: —\$110,000 - \$125,000

(Depending on Qualifications)

Application Deadline: Friday, July 25, 2025



The City & Surrounding Community

The City of Trinidad, CO, the county seat of Las Animas County, is located along the foothills of the southern Rocky Mountains. It's rich with western-frontier history that dates back to its early days as a trading post on the historic Santa Fe Trail. The railroad's arrival and formal municipal incorporation in 1876 led to an economic boom and a flourish of commercial and residential buildings featuring classic red brick Victorian-style architecture. Today, the community is home to nearly 9,000 residents; (14,422 when considering the surrounding county), Centrally located between Denver (197 miles north) and Sante Fe, NM (195 miles south), Trinidad is a hub for local commerce, and a destination city for arts and recreation tourism. Trinidad is historic and walkable downtown is a destination for residents and visitors alike, with its unique Main Street shops, historic band shell for summer concerts, many inviting cafes, beautiful unique hotels and museums, daily trolley rides, and the Space to Create Downtown Commons. The Purgatoire River flows through town offering excellent fishing opportunities, quiet strolls, and meditation spots along the Riverwalk.

Today, the local economy is primarily driven by tourism, commercial and historic development, recreation and the thriving Trinidad State College. Area families are served by the Trinidad School District #1 (nearly 1,000 students in Pre-K-12), Primero RE-2 School District and Hoehne School District as well as two parochial schools. Mt. San Rafael is the local hospital and clinic, and public safety services are provided by Trinidad's Police and Fire Departments and the Las Animas County Sheriff's Office.

Area outdoor attractions include the Trinidad Lake State Park and the State Park at Fishers Peak— both popular areas for camping, fishing, hiking, biking, kayaking and boating. The city also boasts exceptional parks and recreation facilities including an outdoor aquatic facility, a community center, trail system, ball fields and a municipal golf course with sweeping views of the Sangre de Cristo Mountains. During baseball season, residents enjoy cheering on the Trinidad Triggers, the local semi-professional baseball team.

While Trinidad celebrates its rich heritage, leadership is forward-focused; strategically planning for the future. The City has a Council/Manager form of government; governed by an elected Mayor with two-year terms, and a six-member City Council who serve four-year terms. All governing body members are elected at-large on a non-partisan ballot. To learn more, go to: <https://www.trinidad.co.gov/>.



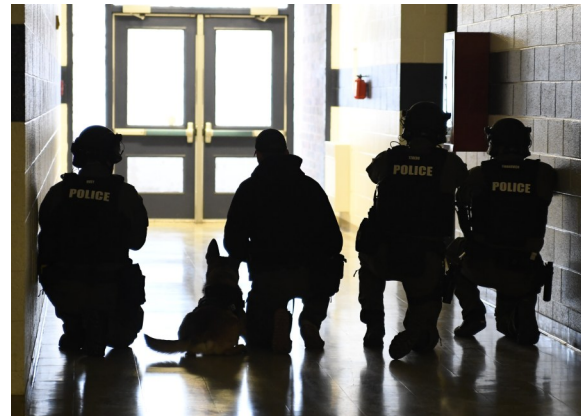
The Department

The Police Department is comprised of the Chief of Police who oversees four divisions: Administration, Patrol, Investigations and Communications. The Chief is assisted by a Lieutenant (Patrol & Communications) and a Lead Detective (Investigations). The department's staffing also includes two Administrative professionals, three Community Service Officers, three Detectives, one Evidence Technician, five Sergeants (Including a K-9 Sergeant) four Corporals, and 13 Police Officers, (including a School Resource Officer, a K-9 officer and three Reserve Officers).

The Communication Division provides dispatch services and is staffed by a Communication Manager and six Dispatchers. (This team provides dispatch services for 17 agencies throughout the County.)

The Police Department receives approximately 18,000 calls for service annually. Officers respond to criminal, civil, animal control and code enforcement matters.

The 2025 budget for Police Department Administration, Patrol and Investigations is \$3,553,983. There is additional budget funding for Dispatch which is \$605,134.



Mission

To enhance the quality of life in the
City of Trinidad
by providing for the safety and security of its
citizens while upholding constitutional
safeguards.

The Position

The Chief of Police reports to the City Manager, and is responsible for the efficient management, direction, and operation of the Police Department. The Chief ensures that laws and ordinances are enforced, ethical, and professional standards are followed and ensures that measures are implemented to prevent crime and protect lives and property. The Chief represents the Department and the City in all matters related to law enforcement. The successful candidate is required to perform work in a manner consistent with and exemplary of the City's *PRIDE* philosophies: Purpose; Respect; Integrity; Dependability and Excellence.

The Chief manages all aspects of the Police Department: assists in the recruitment, training and supervision of personnel (sworn and non-sworn); advises the City Manager; directs the response to disasters/critical incidents; fosters professional relationships with city personnel, police department staff, and area public safety agencies and stakeholders; leads the planning of projects and strategic initiatives; oversees the department's communications center and animal control units; provides command directives in investigations; prepares and ensures ongoing training and professional development for staff; assists in the preparation and monitoring of the budget; attends City Council meetings and other professional meetings and conferences as needed and is a visible and positive presence in the community.



This is an opportunity for a law enforcement professional to live in beautiful Southern Colorado in a family-friendly, vibrant smaller city atmosphere and provide leadership and mentorship in a full-service police department.

If you enjoy engaging with the community and making a positive impact this may be the position for you!

Life in Trinidad is good!

Here you'll discover a welcoming, vibrant and beautiful community, with forward-thinking leadership and a lower cost-of-living than some similar Colorado towns, all in a family-friendly area.

Qualifications

- A bachelor's degree with major course work in criminal justice, police science or a related field.
- Eight (8) years of law enforcement experience with five (5) years of senior administrative/command responsibility. An equivalent combination of training, education and experience that provides the individual with the required knowledge, skills and abilities to perform the job may be considered.
- Colorado POST certified, or eligible to obtain certification within six (6) months of hire.
- At time of employment must possess a valid CO Driver's License with a clear driving record and must be First Aid and CPR certified.
- A master's degree or attendance at the FBI National Academy; PERF-SMIP, Northwestern School of Police Staff & Command or a similar leadership program is a plus.

The Ideal Candidate

1. A strong leader, who is willing to be the face of the organization within the community, and who will emphasize service to the community.
2. A leader who is experienced in contemporary policing.
3. A collaborative leader who will embrace a team approach where possible.
4. A leader who values training, and who will mentor and grow staff through a strong succession plan.
5. A person of high integrity who will bring accountability to the organization.
6. A relationship builder, who will create and foster relationships inside and outside the organization.
7. A visionary leader who is decisive and confident to make quality decisions.
8. An excellent communicator; one who will bring transparency to the organization through open and honest communication.
9. One who is available and approachable; who will integrate into the community and embrace the culture of Trinidad.
10. A leader who values recruiting and retention and will make it a priority.
11. A leader who understands the dynamics of small-town policing, and who can professionally navigate the small-town politics.
12. A leader who is knowledgeable about budget and would seek funding outside the organization.



Compensation & Benefits

- **Salary Range:** \$110,000—\$125,000— depending on qualifications
- **Insurance:** Medical (City pays 79% of premium); Dental, Vision, Life Legal, Aflac and Colonial (all voluntary)
- **Leave/PTO:** Accrual of 8 hours sick and 8 hours vacation per month, following 6 months of service. Vacation accrual begins to increase after completion of 5 years of service.
- **Car/Phone/Technology allowances:** Cell phone and car.
- **Retirement Plan:** Fidelity 401 (a) Plan- Employee contribution = 12% matched at 12% by City.
- **Miscellaneous:** Gym membership allowance- \$50/month; Employee Assistance Plan (EAP); Modern Health for Mental Wellness, Surgery Plus and more.

Opportunities & Challenges

- Officer recruitment and retention is always a priority– this is an opportunity to continue to build a quality team of officers and staff.
- The Police Department plays a critical role in ensuring that Trinidad is a safe community where laws and ordinances are enforced—all to enhance the quality of life for residents and visitors.
- The new police chief is challenged with building positive and professional relationships to help ensure collaboration among the local law enforcement community (Police Department, Sheriff's Office and the District Attorney's Office.)
- As is the case with many communities, Trinidad has experienced an increase in the unhoused population. The new chief will be tasked with working with the City leadership to help address this issue– for the good of the entire community.





Apply Online

Go to: www.KRW-Associates.com/open-positions.

Upload your cover letter, resume and six professional references.

Deadline: Friday, July 25, 2025 5:00 PM Mountain Time.

Questions?

KRW Associates LLC is assisting the City of Trinidad with this recruitment.

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

KRW Associates Managing Partners: Lynn Johnson | 303-435-4138 or Jerry Williams | 303-726-6220
or KRW Senior Associate, Gina McGrail | 303-249-9572.

The City of Trinidad is an equal opportunity employer.