



THE TOWN OF PAONIA, COLORADO IS HIRING A

CHIEF OF POLICE



Welcome to the Town of Paonia, Colorado.

Paonia, at an altitude of 5,575', is located on the picturesque Western Slope of Colorado in eastern Delta County on the North Fork River about 10 miles from neighboring Hotchkiss and about 50 miles northeast of Montrose. It lies near the head of the North Fork Valley, an area about 150 miles by air southwest of Denver. The valley lies at the foot of 11,396-foot Mount Lamborn to the southeast and Grand Mesa to the northwest.

Paonia is surrounded on all sides by some of the most stunning forests in the world. The Grand Mesa, Uncompahgre, Gunnison, and White River National Forests are all less than an hour from Paonia.

Paonia is home to almost 1,500 residents in Town limits with approximately 3,700 in the surrounding areas. Fruit orchards and coal production have made Paonia the largest town in the North Fork Valley of the Gunnison River.



THE COMMUNITY

First inhabited by indigenous people including the Ute Tribe, the site was settled in 1880 by Samuel Wade and William Clark. The Town was officially incorporated in 1902 and had its first election in July of that year. The peony roots that Samuel Wade brought with him to Colorado in 1881 inspired him to submit the Latin name for peony, Paeonia, as a town name. The post office wouldn't allow the extra vowel, so "Paeonia" became "Paonia."

Paonia is a unique town, settled by farmers, ranchers, and miners, now home to artists, gig workers, and outdoor lovers as well.

Paonia consistently ranks as one of the "coolest" Colorado mountain towns. Paonia is naturally air conditioned by warm air flowing up the valley at night and cool air from the mountains during the day, resulting in optimal conditions for growing cherries, grapes, peaches, plums, pears, nectarines, and apples.

One of the oldest continuous outdoor community celebrations in Colorado is Paonia Cherry Days, held over the Fourth of July holiday.

Paonia is a hotbed of organic farming, sustainably raised meats, value added products, organic hops, and a remarkable wine industry. Some of the highest quality, cleanest food in the world can be found in the area.

Paonia is a focal point of back roads and trails leading into the forest, attracting hunters, hikers, bicyclists, and cross-country skiers. Some of Colorado's famous gold medal trout waters in the Gunnison gorge await anglers minutes from downtown. Hunters outfit themselves in Paonia before setting out to get their elk, deer, and bear.

Few places offer such a wonderful combination of climate, scenery, lifestyle, and recreation.

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Education

In addition to a wide variety of liberal arts, fine arts, extracurricular, and athletic programs, Delta County School District has extensive programs in agriculture, business vocations, technology, Special Education, vocal music and band, and sequential learning at the elementary level in math and reading.

Active FFA and 4H groups are a source of pride in the local schools. Schools include Paonia K-8, Hotchkiss K-8 and North Fork High School, located in Hotchkiss, with approximately 300 students. Alternative schools include Grand Mesa Choice Academy, North Fork Montessori at Crawford, North Fork Integrated Studies, and Vision Charter Academy.

Colorado Mesa University is located nearby in Grand Junction and with a small campus in Montrose. The Technical College of the Rockies is located in Delta, approximately 40 minutes away.



Demographics

In 2020, Paonia, CO had a population of nearly 1,500 people with a median age of 55.9 and a median household income of \$41,683. Its median household income grew from \$37,311 to \$41,683, a 11.7% increase.

The housing market is competitive with the typical value for homes within the town limits of \$356,939. According to Realtor.com, homes with 1-3 bedrooms currently list for between \$150-\$400k on average.

Most people in Paonia, CO drove alone to work, and the average commute time was 23.6 minutes.

The largest ethnic groups in Paonia, CO are:

- White (Non-Hispanic) 89.8%
- White (Hispanic) 7.77%
- Two+ (Non-Hispanic) 1.92%
- Asian (Non-Hispanic) 0.462%

*For additional information about the Town of Paonia,
please visit:
townofpaonia.colorado.gov
deltaschools.com
city-data.com/city/Paonia-Colorado*

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Business & Commerce

Coal mining was a core economic driver in the 20th century. Only the West Elk mine remains in operation today employing over 300 miners. With the shutdown of the two other mines, Paonia became one of the first communities to bring in high-capacity broadband. The advent of high-speed internet attracted an influx of gig workers into the Valley.

Agriculture remains an important part of Paonia's economic past, present, and future. The area around Paonia is known for its orchards, organic farms, and wineries and as a focal point of the Farm to Table movement. Five of the more well-known wineries are Alfred Eames, Black Bridge, Stone Cottage Cellars, Azura Cellars, and Endless Endeavor. The Paonia wineries are part of the West Elk Wineries Trail and annual Tour, held the second week of June.

Paonia is also home to two breweries. Paonia United Brewing Company (The "Pub"), a microbrewery founded in 2017, features a wide selection of ales and other popular varieties. In 2018 Chrysalis Brewery opened. It specializes in Belgian style and other barrel-aged beers which often feature local fruits and other ingredients in season.

Town voters approved sales of recreational marijuana in 2020. Two shops are currently selling product and a third is scheduled for opening in April 2022.

Some of Colorado's best livestock also comes from this region including organic and grass-fed cattle, sheep, poultry, and pigs.

The largest industries in Paonia by category are:

- Mining, quarrying, oil & gas extraction
- Construction
- Educational services
- Accommodation & food services
- Health care
- Religious, civic, professional & similar organizations
- Administrative, support & waste management services

Largest employers include:

- Delta County School District
- Delta County Memorial Hospital
- City Market
- Safeway
- Walmart
- US Forest Service
- West Elk/Arch Coal

The Government

Paonia is a statutory Town headed by a Mayor and Board of Trustees who appoint a Town Administrator, Clerk, Attorney, Treasurer, and Judge, who heads the Municipal Court. The Town Administrator is responsible for the day-to-day operations of the Town. Town departments include Police, Public Works, Parks, Water, and Wastewater.



THE POSITION

The Board of Trustees, upon the recommendation of the Town Administrator, appoints a Chief of Police who serves as head of the Police Department. This Department is responsible for protecting and serving the citizens of Paonia, through trusted community policing and meeting or exceeding department goals.

It is the the Chief of Police's duty to:

- See that the ordinances of the Town and the laws of the State are duly enforced and the rules and regulations of the Police Department obeyed.
- Direct the operations of the Police Department, subject to its rules and regulations.
- Render such accounts of the Police Department as may be required by the Board of Trustees.
- Perform such other duties as may be required by the Town Administrator and the Board of Trustees.

Current Projects and Opportunities

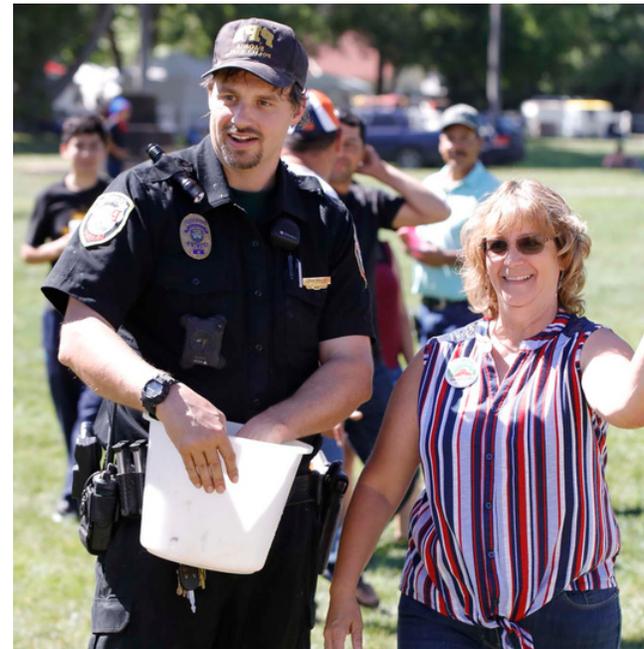
- Police/Policy Manual update
- Manage administration of recreational marijuana shops
- Intergovernmental operations with Delta County, including transfer of court cases
- Hiring/training/mentorship of qualified officers
- Establish protocols for vehicle and equipment maintenance/replacement
- Community policing initiatives

In 2019, Delta County voters approved a ballot initiative titled “Back the Badge.” This passed with strong support and provided a solid funding base for Paonia’s Police Department.

Education and Experience

- Bachelor’s degree in criminal justice or a related field from an accredited college or university preferred.
- Minimum of five years of progressively responsible management and supervisory experience in law enforcement, preferably in a similar-sized community, or equivalent experience in the private sector for an organization of similar size and complexity.
- High level of technical law enforcement expertise.

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THE IDEAL CANDIDATE

- Possesses confidence borne from expertise.
- Maintains consistent partnerships within the community and demonstrates an understanding of multiple stakeholders' needs while prioritizing public trust and safety.
- Consistently demonstrates honesty, integrity, and diplomacy.
- Values de-escalation and conflict resolution over conflict management with force.
- Constantly seeks ways to improve operations and efficiency and possesses a process-oriented mentality.
- Is trustworthy and dependable.
- Professional, while also friendly and compassionate; a sense of humor is a plus.
- Demonstrates outstanding written and verbal communication skills with the ability to make clear and concise presentations to the Board of Trustees, the public, and the press.
- Has a go-to personality, leadership skills, a professional management style, and the ability to work without supervision.
- Leads by example.
- Motivator with high emotional intelligence, with the ability to empower staff and work collaboratively with them while holding high expectations, and a willingness to be firm when necessary.
- Encourages teamwork and is comfortable getting in the trenches to get the job done.

HOW TO APPLY

Compensation: Salary range: \$62,400-\$87,360 annually, depending on qualifications.

Residency: No residency is required; however, the successful applicant should reside in close enough proximity to Town to respond to emergencies in a reasonable amount of time and that will allow the applicant to participate fully in the life of the community.

To Apply: Email your cover letter with a two sentence value proposition, and resume by March 31, 2022 to clowe@governmentpros.com. Position is open until filled. Faxed and mailed submissions will not be considered. Please direct questions to Chris Lowe at (785) 766-9104 or clowe@governmentpros.com.



The Town of Paonia is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the Town's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.