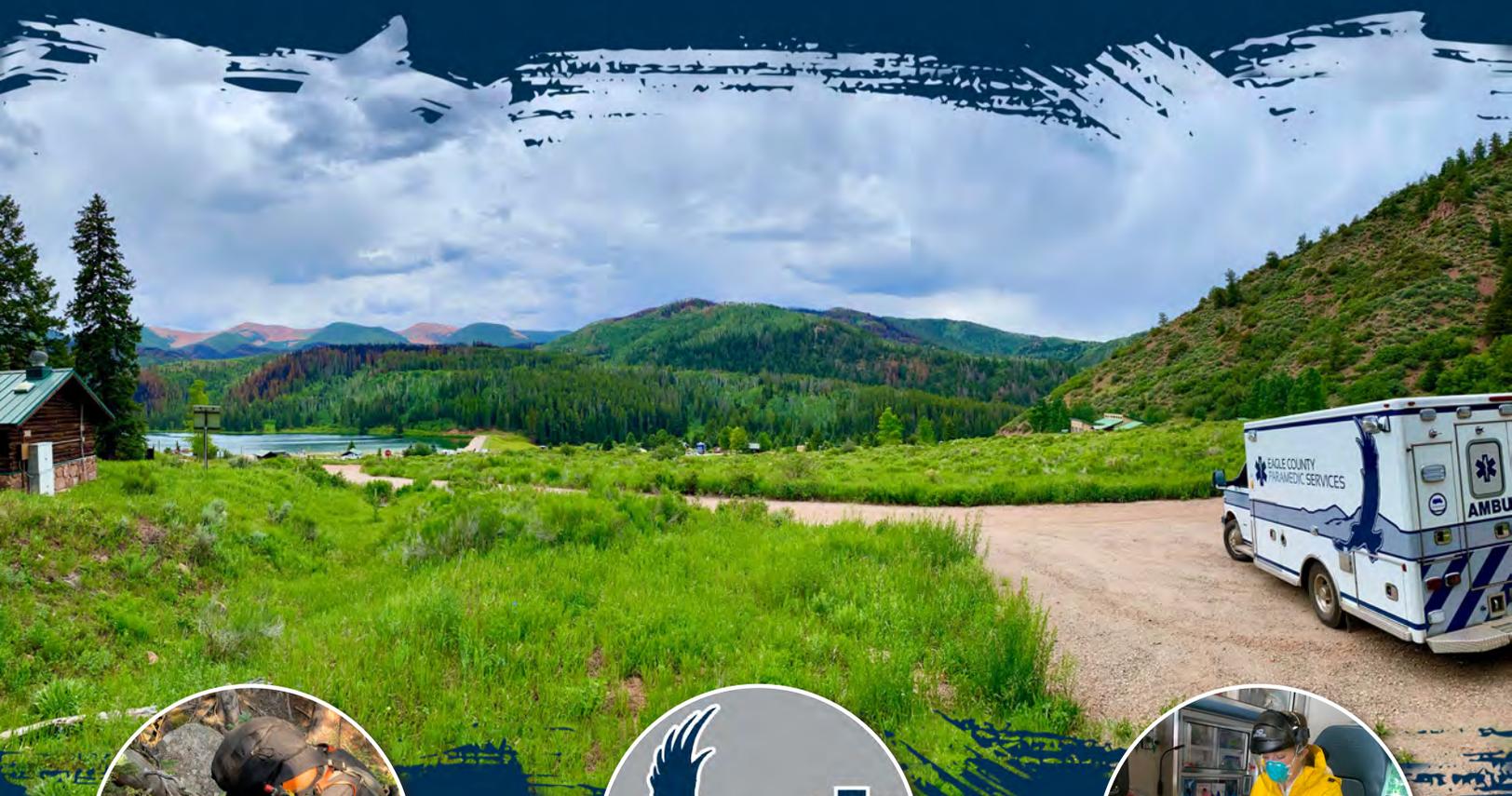


CHIEF EXECUTIVE OFFICER

EAGLE COUNTY PARAMEDIC SERVICES



EAGLE COUNTY, COLORADO

EXECUTIVE
RECRUITMENT
PROVIDED BY





EAGLE COUNTY PARAMEDIC SERVICES

Created in 2013 through a merger between the Eagle County Ambulance District and Western Eagle County Ambulance District, Eagle County Paramedic Services is a full-service EMS agency operating with an annual budget of about \$20 million and a team of over 80 employees.



The organization responds to more than 5,800 requests for service annually and covers approximately 1,692 square miles, including most of Eagle County and the eastern portion of Garfield County, Colorado. It protects residents and visitors with 911 emergency response and transports, inter-facility transfers to Denver and beyond, critical care paramedicine; community paramedicine, and other specialized teams, including Tactical Paramedics (SWAT), Wildland Fire EMS, and Search and Rescue Paramedics.

The Towns and Cities of Eagle County include Vail, Eagle-Vail, Minturn, Red Cliff, Avon, Edwards, Wolcott, Bond, McCoy, Eagle, Gypsum, and Dotsero, the year-round population of the organization’s service area is growing toward 56,000 with a large influx of visitors during the summer and winter bumping that figure over 120,000. The District also covers the world-renowned Vail and Beaver Creek ski resorts, 63 miles of I-70, and the busy Eagle County Regional Airport. The District shares its response area with three fire districts, two fire departments, three law enforcement agencies, two ski patrols, Vail Mountain Rescue, and the Airport Fire Department.

EC Paramedics was the first EMS service in Colorado — and one of the first in the nation — to pilot Community Paramedicine, a program that has grown to three full-time and four part-time Community Paramedics serving hundreds of rural patients in their homes every year. It is the only ALS service provider in the County. It is also one of only six agencies in Colorado to be nationally accredited by the Commission on Accreditation of Ambulance Services.

RESPONSE FAST FACTS

2019

- 5,800 total calls
- 3,500 911 transports
- 530 Interfacility transfers
- 400 Community Paramedic visits

2020

- 5,200 total calls
- 2,600 911 transports
- 500 Interfacility transfers
- 750 Community Paramedic visits

2021*

- 4,100 total calls
- 2,100 911 transports
- 400 Interfacility transfers
- 550 Community Paramedic visits

* through Oct. 31

GOVERNANCE & ORGANIZATION

The Eagle County Health Service District is a Title 32 Special District created by the Colorado Revised Statute and supported by a tax-funded 2.75 mill levy (equivalent to just over \$98 for a \$500,000 home in Eagle County) as well as ambulance user fees. An elected five-member Board of Directors provides oversight for the district with members serving four-year terms. A physician experienced in Emergency Medicine, meanwhile, provides the District's medical direction.

The District is split into two major divisions: Administration, which is responsible for overseeing the day-to-day business operations of the organization including IT, human resources, finance, communications, and administration; and Operations, which is responsible for emergency response and community health including the clinical, education, 911, and community paramedicine.

RECENT ACCOLADES

- **Best Places to Work** (2020, 2021) by Outside Magazine
- **EMS Agency of the Year** (2021) by the Central Mountains Regional Emergency Medical Trauma Advisory Council
- **Community Focused Award** (David Miller, 2021) by the Central Mountains Regional Emergency Medical Trauma Advisory Council
- **Board Member of the Year** (Jeff Babb, 2021) by the Special District Association of Colorado
- **Call of the Year** (2021) at the Eagle County Rotary Public Safety Awards
- **Unit Citation** (2021) at the Eagle County Rotary Public Safety Awards
- **Distinguished Service Award** (Pete Brandes, 2020) at the Eagle County Rotary Public Safety Awards

Eagle County Paramedic Services has also been nationally accredited by the Commission on Accreditation of Ambulance Services since 1996.

MISSION

To provide skilled, professional and compassionate healthcare to our community.

VISION

To be a world leader in out-of-hospital healthcare.

VALUES

- **Integrity** — We are honest, committed, and consistent in our words and actions.
- **Excellence** — We exceed expectations by continuously improving knowledge, practice and skills.
- **Community** — We are helpful, compassionate, and respectful in all of our interactions.
- **Patient Advocacy** — We act in the best interest of our patients.
- **Professionalism** — We are loyal, ethical and team oriented.

ORGANIZATION GOALS & OBJECTIVES



Strengthen ECPS' staffing and infrastructure to best fulfill local and state responsibilities and provide extraordinary patient care.

- Develop and adhere to a diversity, equity and inclusion plan
- Create and grow organization-wide development programs to include clinical, operational, and administrative development
- Reevaluate the performance improvement process to make it useful and meaningful, and a tool to inform training
- Assure ECPS' infrastructure, including physical space, IT, and equipment allows us to provide a high level of service, at all times, to our stakeholders and patients

Have a long-term healthy and sustainable organization that is forward-looking and integrated with the evolving healthcare system.

- Continually explore financial models to include creative payment models, partnerships, and securing diverse revenue streams and sound fiscal policy
- Explore and develop creative delivery models that best serve the patient population and position ECPS to influence changes in the reimbursement model
- Continually communicate ECPS' programs, services, and activities to local, state, and federal stakeholders
- Take steps where possible and when feasible to offset and reduce our environmental impacts; to help maintain the economy of Eagle County

Have a quality-improvement and data-based healthcare system.

- Identify and promote the development and use of appropriate KPIs and benchmarks
- Promote the measurement and reporting of the relationship between EMS/CP care and outcomes
- Identify and promote best practices to reduce disparities in care
- Develop partnerships with State and local regulatory agencies to promote accountable care systems

Collaborate with the Community & Healthcare partners to enhance services and improve the health and wellbeing of Eagle County.

- Partner with cooperative agencies to provide the most appropriate access and services for patient care, and reduce inequities to care
- Engage local and state agencies to develop programs and policies which facilitate access to patient care



LIVING IN THE EAGLE RIVER VALLEY

Nestled in the Rocky Mountains just two hours west of Denver and surrounded by the White River National Forest, Colorado's Eagle River Valley is known for its stunning views, world-class lodging and dining destinations, and outdoor thrills.

Home to the popular Vail and Beaver Creek ski resorts, it is no surprise that tourism and second-home ownership remain the region's main economic drivers. The residents who call Eagle County home maintain a strong sense of community, though, and the area offers incredible quality of life to its nearly 56,000 year-round residents.

In the heart of the Vail Valley, the Town of Avon is known for its concerts, festivals, and family-friendly events. Hop aboard a paddleboat, standup paddleboard, boat, or kayak to enjoy the peaceful lake of Harry A. Nottingham Park, and then hit the trails for an outdoor adventure. Or stop by the Town of Gypsum, where popular activities include camping, hunting, and curling up in a cozy café. Gypsum is also home to Eagle County Regional, Colorado's second busiest airport, and the Gypsum Shooting Sports Park attracting athletes interested in training and competing in rifles, pistols, and archery.



In nearby Red Cliff, the county's oldest town, residents can enjoy rock climbing, wildflower viewing, cross-country skiing, and ATV tours. The town also serves as the gateway to Mount of the Holy Cross and the surrounding White River National Forest, where rugged ridgelines and glacier-carved valleys provide some of the most scenic hiking destinations in the region.

LIVING IN THE EAGLE RIVER VALLEY CONTINUED



Meanwhile in Vail and Beaver Creek, enjoy the luxuries of iconic ski resorts. Beaver Creek offers incredible skiing and snowboarding, winter ice skating, scenic summer gondola rides, seasonal mountain biking and fly-fishing, and a packed calendar of live performances at the 500-seat Vilar Performing Arts Center. And Vail is known for the 5,000 skiable acres of Vail Ski Resort — the largest in the state — as well as popular art and music festivals and the GoPro Games, the country’s largest celebration of adventure sports.

In area communities like Edwards, Eagle, Minturn, Eagle-Vail and more, residents can enjoy iconic restaurants, eclectic galleries, craft breweries, and specialty shops between snowshoeing, browsing farmers markets, and floating down the Eagle River.

Eagle County is rightfully renowned as a winter sports destination area, but the County is in fact an “all seasons” destination with mountain biking, road biking, hiking trails, camping, rock climbing, rafting, fishing and more.

While it would be easy to think of the Eagle River Valley as a playground for the rich, the reality is a cluster of diverse, historically rich towns that have held tight to their sense of community and small-town character. That quaint sensibility is paired with proximity to the big-city amenities of some of the most popular tourist destinations in the country and the state’s nearby capital, as well as high-quality medical and educational facilities, including the award-winning Eagle County schools.

Median household income in Eagle County is nearly \$92,000 and homes typically come with a price tag of more than \$560,000.





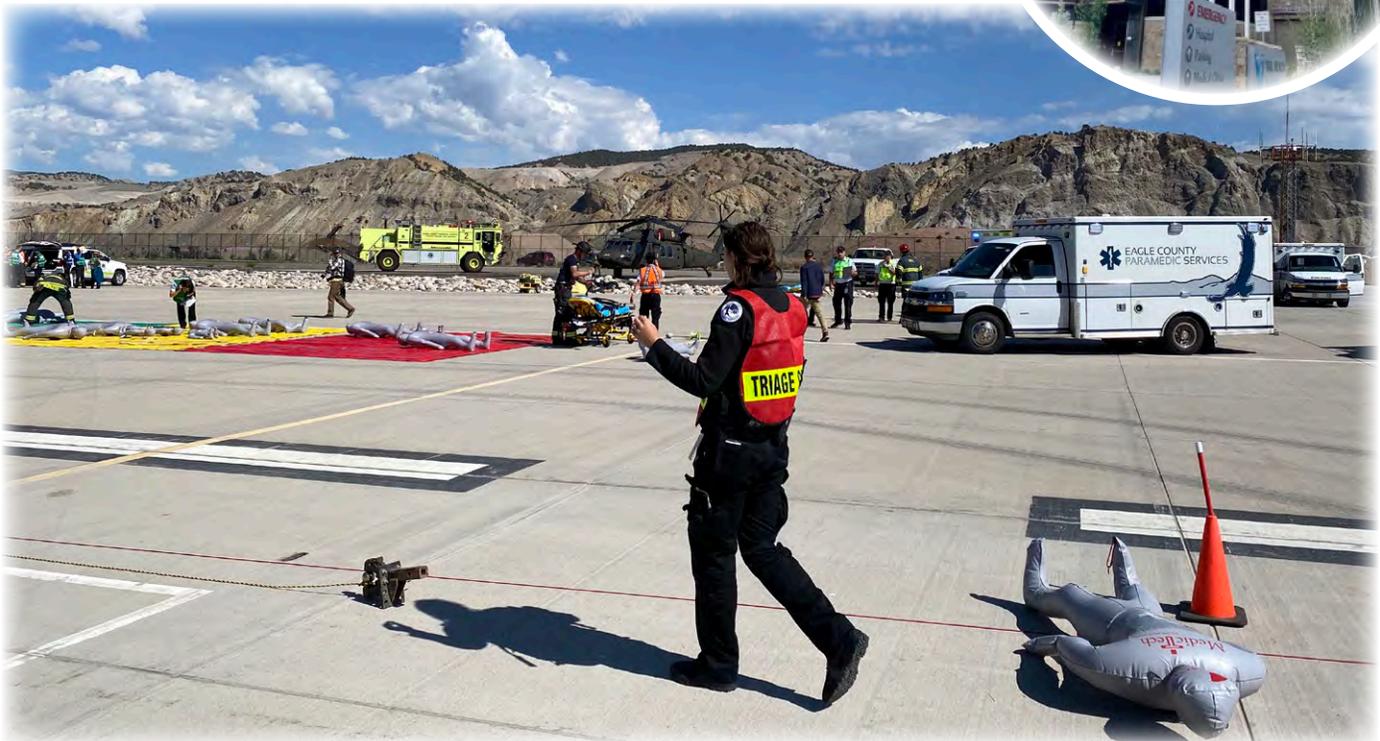
ABOUT THE POSITION

The Chief Executive Officer of Eagle County Paramedic Services is responsible for the operational integrity, financial viability, and overall development of the District. It is the organization's top-appointed position, serving as its principal employee adviser to the Board of Directors, and managing the District's daily operations through three direct reports: the Chief Operating Office, Chief Financial Officer, and the Senior Manager - Clinical Services.

The role establishes operating objectives for the District, develops and implements a broad spectrum of policies and procedures, guides capital development and equipment expenditures, and works with the Board of Directors to create strategic plans, and short- and long-term goals consistent with revenue and growth projections. It also oversees the District's finances and long-term fiscal sustainability, and manages the District's workforce, ensuring staff is properly trained and motivated to respond effectively to current and future challenges.

As the face of the organization, the CEO is additionally responsible for developing and maintaining effective relationships both internally and externally, representing the District on regional boards and committees and to outside public and private agencies.

The CEO will benefit from a well-seasoned staff, many who have been with the District for 20+ years and worked their way up through the ranks. In addition the District has great working relationships with lots of partners, agencies, and allies.





OPPORTUNITIES & CHALLENGES

The incoming CEO's first priority will be to learn the ways and culture of the organization, develop rapport with the Board of Directors collectively and individually, and familiarize themselves with the service area and the District's many public safety agency partners. Once they have had the opportunity to assess the District's operations, the Board of Directors would like the successful candidate to begin developing strategic plans considering the organization's needs five, 10, and 15 years from now. Opportunities and challenges the Board would like to see addressed include:

- **Recruitment & Retention** — While District workloads have increased over time, staffing models have stayed the same. Leadership would like to see existing staff optimized and a plan for right sizing the organization long term. The new CEO will also need to develop employee recruitment and retention strategies to help the District remain competitive in the emergency services workforce market.
- **Fiscal Sustainability** — District leaders must identify new sustainable revenue sources to support the organization's community service obligations.



- **Workplace Diversity, Equity and Inclusivity** — In tandem with recruitment and retention, leadership would like to see focus on creating a more inclusive organizational culture and a staff that better represents the demographics of the community it serves.
- **Community Health Response** — The District has seen a rise in calls for behavioral and mental health issues. Plans for staffing and training should reflect this new reality.
- **Capital Planning** — Eagle County Paramedics currently operate out of five stations throughout the service area. Leadership believes there may be a need for a sixth station in the next 5-15 years.

IDEAL CANDIDATE

Eagle County Paramedic Services is seeking a skilled and visionary servant-leader ready to take the reins of an award-winning organization and set the stage for a new era of growth and success. The ideal candidate will pair their thorough knowledge of EMS services, laws, regulations, and requirements with a warm personality that inspires teamwork, open dialogue, and innovation.

They will be an intentional leader, someone who sets an example for grace and empathy while holding themselves and others accountable, and they should have experience motivating a team of professionals, resolving conflicts, solving problems, and staying calm and productive during stressful situations.

The new CEO will help establish the District's vision for the foreseeable future, so it will also be important for them to have a successful history of guiding policy, building consensus, and working with employees at all levels of an organization, fostering buy-in and a shared sense of purpose that aligns with the organization's strategic goals.



EDUCATION & EXPERIENCE

This position requires a bachelor's degree in public administration, business administration, health care administration, or a related field with a master's or other advanced degree preferred. Candidates should also have at least five years of experience in EMS management, healthcare administration, and/or local government management.

Experience working for a special governmental district, nonprofit or association is preferred as are state or local legislative experience and English/Spanish bilingual skills. Having a current Colorado Paramedic certification or being active in the National Registry is also a plus, and candidates must have the ability to obtain a Colorado driver's license.

COMPENSATION & BENEFITS

Eagle County Paramedic Services is offering a salary range of \$150,000-\$200,000 for this position dependent upon experience and qualifications. Its comprehensive benefits package includes medical, dental, vision, and life insurance with employer HSA contributions; short- and long-term disability; generous vacation and sick leave; and 13 paid holidays. Additionally, this position benefits from a Lifestyle Spending Account up to \$1,200, cell phone reimbursement of \$1,500 annually, and either a District vehicle or a monthly allowance.

The organization's retirement includes a 401(a) plan in which employees who contribute at least 6% will receive a 10% employer contribution for the first three years of employment, and 457b retirement benefits with employer contributions.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position contact:

Bill Peterson, , Senior Vice President

Bill@GovernmentResource.com

469-450-4442



Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. Eagle County Paramedic Services is an Equal Opportunity Employer. ECPS does not discriminate on the basis of race, religion, ethnicity, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law.

RESOURCES

Eagle County Paramedic Services

www.eaglecountyparamedics.com

Eagle County

www.eaglecounty.us

Eagle County Schools

www.eagleschools.net

Colorado Tourism

www.colorado.com



**EAGLE COUNTY
PARAMEDIC SERVICES**