



# CITY OF ROCKY FORD

COLORADO

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## Chief of Police Recruitment Package

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POSITION OPENS: July 10, 2024

APPLICATION REVIEW: Ongoing

INTERVIEWS BEGIN: July 29, 2024

FINAL INTERVIEWS BEGIN: August 19, 2024

COMMUNITY MEET-AND-GREET WITH FINALISTS: Week of September 9, 2024

The City of Rocky Ford is an Equal Opportunity Employer



# ***Rocky Ford, Colorado***



Located in southeast Colorado, the City of Rocky Ford is currently accepting applications for Chief of Police for the Rocky Ford Police Department. This position will lead and coordinate all law enforcement efforts within the city to prevent crimes and protect lives. The ideal candidate will lead the department with a high degree of accountability, integrity and ethics and promote transparency and community engagement at all levels.

Reporting directly to the City Manager, the Chief of Police oversees day-to-day operations of the Police Department and advises city staff, the Mayor, City Council, and the general public on public safety matters and policies.

The City of Rocky Ford, with a population of 3,850, is a wonderful place to work and live, and our community possesses a supportive spirit that will help make it easy for the next Chief of Police to become fully involved and ingrained into the community.

# ***Minimum Qualifications***

- Bachelor's degree in political science, criminology, criminal justice, public administration, or a related field is preferred.
- Minimum ten (10) years of progressively responsible law enforcement related experience. Two of which should be at rank of Division Chief/Captain or the equivalent.
- Must possess a valid Colorado Driver's License with a good driving record; no felony convictions nor convictions of crimes of moral indecency and possess a Colorado State License as a Commissioned Law Enforcement Officer (P.O.S.T.) with no active or pending disciplinary action.
- Colorado State Supervision and Management Certificates or equivalent required.
- Colorado Association of Chiefs of Police executive certification desirable.
- Successful completion of preemployment background check, physical, and drug screening.
- Extensive knowledge of federal, state, and local laws.
- Able to sit or stand for up to twelve (12) hours per day; wear police uniform, duty belt, ballistic vest, and any other necessary protective equipment/uniforms; operate police vehicles, affect physical arrest, as necessary.
- Willingness to conduct and/or cover patrol shifts, as necessary.
- Ability to react calmly in stressful situations and give oral and written instructions; analyze situations quickly and objectively; make sound decisions consistent with established policies and procedures.
- Proven track record working with other law enforcement agencies, courts, schools, etc.
- Experience working Domestic Violence and similar criminal cases preferred.
- Possess strong community outreach skills including in-person and through social media.
- Establish and maintain effective working relationships with coworkers, public officials, local, state, and federal authorities, civic leaders, and the community. Possess strong leadership skills to effectively manage, develop, and maintain positive staff morale through coaching and mentoring.
- Manage the technical aspects of various police activities; plan, manage and delegate a variety of work activities; and motivate departmental employees.
- Ability to analyze complex data to guide department operations.
- Ability to develop and execute strategic plans.
- Ability to develop and implement department policies and procedures utilizing best-practices for law enforcement.
- Possess a collaborative leadership style that thrives in a team environment.
- Embrace creative ideas and encourage innovative thinking.
- Knowledge and a willingness to assist in preparation of annual budgets, grant applications, presentations, reports, etc.
- Value and successfully maintain regional and inter-agency cooperation and partnerships.

# ***Examples of Duties / Essential Job Functions***

- Fosters strong healthy relationships with the public, other local emergency responders and other City Departments.
- Professionally interacts and communicates both verbally and in writing regarding all police matters to merit the respect, trust, and confidence of elected and appointed officials, employees, and the public.
- Prepares and presents oral and written reports; coordinates communication efforts with the public; consults with City officials to determine operation objectives.
- Participates in public functions; maintains criminal and operational records to ensure communication links between the department and other governmental areas are open.
- Supervise department staff and supervisors, ensure proper protocol and procedures are being followed in alignment with CJIS, CBI, Attorney General's Office and other governing bodies regarding reporting and sensitive information. Ensures accurate and timely compliance with reporting on all state and federal regulations and filings, including periodic crime reports.
- Plans and implements law enforcement and code enforcement programs for the City in order to better carry out the policies and goals of the City Council; reviews department performance and effectiveness and formulate programs or policies to alleviate deficiencies.
- Oversees professional standards, policies and procedure and development of long- and short-term goals for the departments and divisions.
- Ensures all actions of the Department are in compliance with local, state, and federal laws.
- Assist in developing, managing, and monitoring all aspects of the Police Department budget, administers Department's budget to ensure financial resources to maintain law and order within the City of Rocky Ford.
- Attends meetings with City officials; provides feedback regarding the department's operations; plans future meetings to ensure actions taken as a result of these meetings are properly documented.
- Attends citizens' meetings to explain policy and regulations.
- Determines employee work objectives; conducts performance appraisals; coordinates disciplinary actions; coordinates commendations; writes and distributes recommendations to policy development to ensure professional development of employees.
- Handles grievances; maintains departmental discipline and the conduct and general behavior of assigned personnel.

# ***Examples of Duties / Essential Job Functions Cont...***

- Prepares and submits reports to the City Manager and City Council regarding the Department's activities and prepares a variety of other reports as appropriate.
- Cooperates with county, state, and federal law enforcement officers as appropriate where activities of the police department are involved.
- Enforces and maintains compliance with all federal, state, and local laws and ordinances.
- Develops short- and long-term planning for department staffing and identification of City-wide needs.
- Oversees the research of types of equipment, supplies, services, or contracts the City should engage related to department functions, including bid specifications for equipment and projects.
- Receives and investigates, or assigns investigation of, employee matters, and follows up to ensure adequate resolution.
- Defines and monitors performance, productivity, and compliance of subordinates with departmental mission, goals, objectives, policies, and procedures to ensure all work meets the required expectations of both the department and the City.
- Presents oneself as a credible and knowledgeable representative of the city to maintain public trust. Cultivates positive relationships while serving all internal and external customers using effective communication and team building skills.
- Serve as a representative of the City of Rocky Ford, demonstrating positive actions through the display of professionalism, courtesy, and appropriate tact and discretion in all interactions with other employees and with the public.
- Manages internal control of police evidence and records.
- Participate in the selection and hiring of assigned personnel; train and evaluate assigned personnel; assist with training and orientation of new employees; provide training, guidance, and counseling to assigned personnel; complete employee performance evaluations and reviews as required; promote career development of subordinates.
- Oversee and supervise a variety of special services, programs, and projects; oversee the department's public relations function; coordinate special events; handle miscellaneous complaints and projects for the Rocky Ford Police Department.
- Leads, coaches, and develops personnel; provide direct supervision of nine (9) sworn officers, two (2) code enforcement/reserve officers, and one civilian administrator.
- Reviews timesheets for correctness and completeness of department staff, approves overtime and submits report to HR Director for payroll.
- Perform other duties as required.

# ***Compensation and Benefits***

The City of Rocky Ford is committed to providing a base salary starting at \$68,000 and benefits package competitive with comparable size cities in the region and commensurate with experience and education. The salary range for this position will be dependent on qualifications and experience. The City provides an excellent benefits package including, but not limited to:

**RETIREMENT:** Fire & Police Pension Association retirement and death and disability plans. Police who participate in Social Security have the option of affiliating for supplemental coverage through the Statewide Retirement Plan and Statewide Death & Disability Plan. Empower Pension Officer's Plan. Both FPPA & Empower Pension are mandatory.

**VACATION:** Accrual of 192 hours annually with incremental increases based on years of service (accrual of 16 hours per month).

**HEALTH INSURANCE:** City of Rocky Ford employees and dependents are offered health coverage. 100% City-funded for employees. Premiums associated with spouse and/or dependent coverage are the sole responsibility of the employee.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** City of Rocky Ford employees are offered access to an Employee Assistance Program that is 100% City-funded for employees.

**DENTAL/VISION INSURANCE:** City of Rocky Ford employees and families are offered access to dental and vision insurance. Premiums associated cost for employee, spouse and/or dependent coverage are the sole responsibility of the employee.



**LIFE AND ACCIDENTAL DEATH:** 100% City-funded life and accidental death and dismemberment insurance of \$25,000.

**VOLUNTARY INSURANCES:** Optional voluntary ancillary insurances including but not limited to, legal shield insurance, short-term disability, cancer, life, and accident offered via payroll deduction.

**OPTIONAL RETIREMENT PLANS:** Access to independent investment/retirement services via 457b and/or ROTH IRA Plan offered through Empower Retirement via payroll deduction.

## ***Supplemental Information***

The successfully appointed candidate must reside within a 15-minute response time to the Rocky Ford Police Department.

# **Application Process**

Applications can be obtained by contacting the City Clerk at 719.254.7414 during business hours Monday thru Thursday.

Interested Candidates with questions regarding the position may contact the the City Manager at 719.254.7414

A completed application, cover letter, resume, and supporting documents must be submitted to:

City of Rocky Ford  
Attention: Stacey Milenski, City Manager  
203 S Main Street  
Rocky Ford, CO 81067

or

via email to: [smilenski@rockyford-co.gov](mailto:smilenski@rockyford-co.gov)

**Application Packets will be accepted until the position is appointed by the City Manager**

## **Process for Chief of Police Recruitment and Appointment**

**July 10, 2024: Application Period Begins**

**Application & Resume Review Period**

**Initial Interviews**

**Notification of Candidate Selection(s) submitted to Mayor and City Council and to Candidate(s) for Additional Interviews (if needed)**

**Finalist Visit for In-person Meet-and-Greet with Community**

**Final Selection and Appointment of Chief of Police by City Manager**

**\*\*\*THE CITY OF ROCKY FORD IS AN EQUAL OPPORTUNITY EMPLOYER\*\*\***