



# THE CITY OF DELTA

## COLORADO SEEKS A CHIEF OF POLICE

### ABOUT THE COMMUNITY

With an approximate population of 8,652, the City of Delta is located on Colorado's western slope, about 267 miles southwest of Denver. Visitors may fly directly into two regional airports within 20 to 40 miles of the City, or enjoy the scenic drive by accessing Highways 50 and 92. Situated south of the Grand Mesa in Delta County, the City offers rural small-town charm and world class recreation, surrounded by farms, ranches, federal lands and open space. The City of Delta gets its name for its location on the delta of the Uncompahgre River and is minutes away from numerous fishing lakes, hunting grounds and ski areas. The city offers spectacular views of the Grand Mesa, West Elk mountain range and the San Juan Mountains. It is also home to the highly ranked Devil's Thumb Golf Course.



# City of Delta, Colorado \* Chief of Police

Delta, Colorado is a fairly typical western slope Colorado farming and ranching community with a highly ranked rural hospital, excellent schools, an active Chamber of Commerce and a proud agricultural heritage. Voted an All-America City in 1992, Delta continues to have a progressive attitude. In 2016 the Delta County Memorial Hospital was named one of the nation's top twenty rural community hospitals by the National Rural Health Association, and is in the top three percent of rural community hospitals nationally, according to iVantage Health Analytics. The schools located in Delta include two Elementary Schools, one Middle School, one High School, two Alternate Education Campuses and the Delta – Montrose Technical College. The City is the commercial hub for Delta County with commercial businesses ranging from small family operations to big box stores. The City's industrial and manufacturing districts provide goods and products to buyers nationally. There are numerous outdoor recreational opportunities within a short drive including the Gunnison and Uncompahgre Rivers, the Grand Mesa, the Black Canyon of the Gunnison National Park and several mountain ranges and open spaces in the region. If you like hunting, fishing, rafting, hiking and biking, this is the place for you.

## ABOUT THE POLICE DEPARTMENT

**Mission:** The Delta Police Department is committed to being progressive, competent and impartial. We take pride in preserving the quality of life while building partnerships within the community.

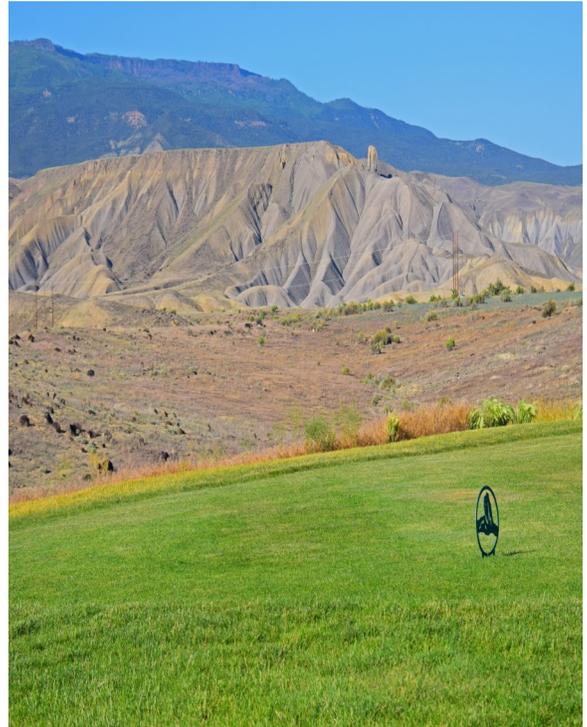
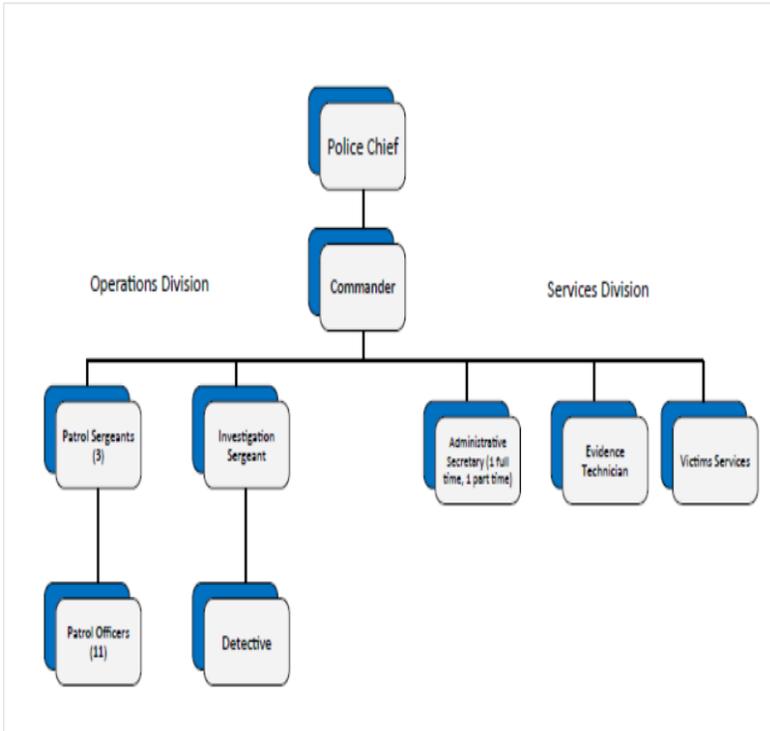
Responsible to the City Manager, the Chief of Police will lead a department of seventeen (17) FTE sworn employees, three (3) FTE non-sworn employees and one (1) PT non-sworn employee.



- The Police Department is located in downtown Delta, two blocks west of Main Street (Hwy 50) and across the street from the Delta County Courthouse, Sheriff's Department and jail. The stand-alone facility houses the entire PD and provides easy access to the entire City.
- Statistically, Delta has low crime rates. The types of criminal activity that are common to the Delta community are larceny/theft, assaults and burglary.
- Officers regularly patrol 67 miles of local streets. They walk through neighborhoods and engage the public at neighborhood and community events. Officers are present daily at peak school day traffic times helping students and drivers safely navigate the congestion and they are present during school events. Officers are visible in the community proactively engaging with the public to deter vandalism and criminal activity.
- Delta is a City of 13.6 square miles, bordering agricultural lands and public open spaces.

# City of Delta, Colorado \* Chief of Police

- The Delta PD cooperates with the County Sheriff's Department, local courts, fire and ambulance providers, State and Federal LEO's, CSP and other regional emergency provider's often through established intergovernmental agreements.
- The PD operates a fleet of eleven (11) patrol cars, shares joint dispatch through the County, utilizes the County jail as its holding facility, uses the Spillman record keeping system to track department activity, and staff is equipped with MDT's and body cameras.
- The PD operates within a \$1.8 million annual budget.



## CHIEF OF POLICE

The Chief of Police will be forward thinking with a demonstrated leadership background and the ability to convey a sense of integrity, inspire confidence, respect, trust and a sense of mission. The Chief will be able to interact with the community and within the PD to build partnerships and a sense of well-being for community members and staff. The PD will be considered a resource, a place where community members can find help with public safety and family concerns.

### The Ideal Candidate:

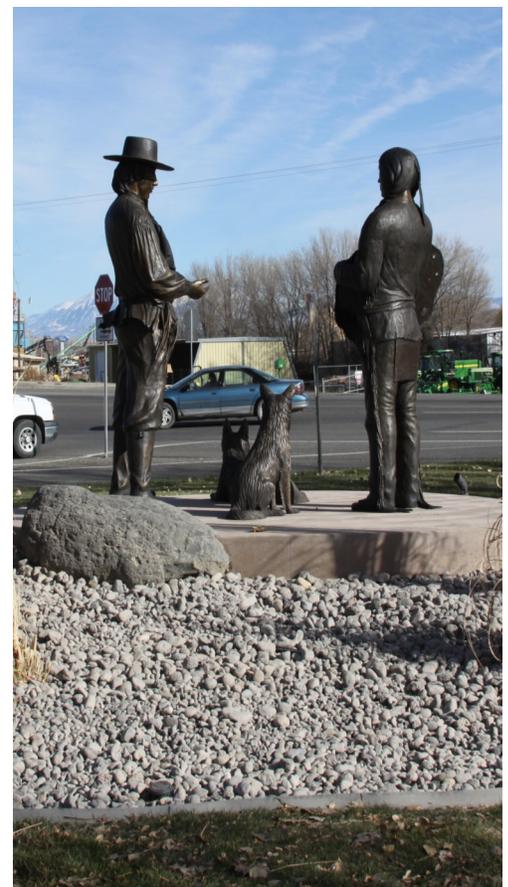
- Wants to become part of the Delta community and will preferably live within the City limits or in very close proximity in order to achieve a hometown connection to the people living here.
- Leads the department in a legal, moral, professional and ethical manner with high integrity, solid character and seeks to earn the community's and staff's respect.
- Communicates and interacts on a regular basis in a positive and respectful manner with the public, school officials, business owners, police staff, City department heads, peers and offenders to develop a department capable of helping the community to be a safe and enjoyable place to live, work and play for residents and visitors.

# City of Delta, Colorado \* Chief of Police

- Successfully has a career record of positive progression with ten years law enforcement experience and five years administrative experience in local law enforcement within a rural community of comparable size to the City of Delta.
- Completed college level coursework in law enforcement, business management and/or public administration.
- Is Colorado POST certified or has the ability to be certified within six months if comparably certified in a different state.
- Has a history of community involvement demonstrated by service organization membership, volunteering for or participating with school and community activities and events and will seek to have similar memberships and experiences in Delta.
- Understands the responsibility for professional development and training of the PD staff and has experience in mentoring employees on career tracks and assisting employees to obtain the education and training necessary for the employee's success.
- Works closely with the City Manager and department heads on the development of City initiatives and programs, the City budget, employee safety programs and City projects.
- Promotes to staff the vision of being approachable while providing excellent customer service during patrols and at community events.
- Seeks to provide quality, updated, equipment and technology for use by the PD staff in cost-effective ways, including the provision of equipment, software, staffing, training and other departmental needs by working with other City departments and through intergovernmental agreements.
- Delegates responsibility to staff in ways that will help employees to develop their job skills and perform at a better level while holding themselves and others accountable for the success of the PD and the City organization. Please go to: [www.cityofdeltanet.net](http://www.cityofdeltanet.net) for a complete job description.

## CHALLENGES AND OPPORTUNITIES

Located in Colorado's western slope, the City of Delta faces challenges similar to other rural Colorado communities, and these challenges are shared by the Police Department. The region's natural resource extraction industries have been significantly reduced during the past few years, particularly coal, oil and gas extraction. The local economy is impacted by these losses. Challenges for the next Chief of Police will include recruitment and retention of qualified staff as they develop a well trained staff. Currently the Police Department is fully staffed with newer and more senior staff mix. Recruitment of police officers by Front Range communities and the opportunities for professional growth by employees in those communities will continue to challenge the Chief of Police. The facility housing the PD was not originally designed to operate for public safety services and is not ideal. Redevelopment of this space and funding for design improvements will be a challenge in the current economy. The department is well equipped and the City has invested well in information technology, vehicles and equipment. The department and City work well with neighboring communities and the local Sheriff's Department to share technology and facilities. Maintaining these working relationships is beneficial to the department and to the City generally and will be a priority for the next Chief to retain.



# City of Delta, Colorado \* Chief of Police

## COMPENSATION & BENEFITS

The City of Delta provides competitive salaries and benefits for its employees. The Chief of Police's annual salary is \$97,000. Benefits include: pension and retirement programs, life insurance, paid time off (PTO), ten paid holidays, and substantial contributions by the City towards medical, dental and vision insurance for employees and their dependents. Relocation assistance may be provided.

## APPLICATION REQUIREMENTS

To be considered for this exceptional career opportunity, submit your resume, cover letter, Colorado POST certification (or equivalent) and a list of six work related references (who will not be contacted without prior notice) by October 28, 2016.

Your resume should reflect years and months of employment, beginning/ending dates as well as the size of staff and budgets you have managed.

Please submit your materials electronically as one file to: [kathy@cityofdeltanet](mailto:kathy@cityofdeltanet)

Deadline to Apply: October 28, 2016

Preliminary Interviews: Week of November 7, 2016

Finalist in-person interviews: Week of November 28, 2016

*All dates are approximate*

