



**DURANGO POLICE DEPARTMENT**

# City of Durango, Colorado Police Commander

*We will serve our community by improving the safety and quality of life through reducing crime and the perception of crime.*

## **The Opportunity**

The city of Durango, Colorado offers an exciting opportunity for an outstanding police leader to become a Commander and work under the guidance of the Deputy Chief.



*Photo courtesy of Branson Reynolds*

## **The Position**

The city of Durango Police Department is seeking an innovative and collaborative professional with proven leadership experience, as well as strong interpersonal skills while serving at the direction of the Deputy Chief of Police. This is an excellent opportunity to be part of the management team of a professional, modern and community service-oriented police department.

Responsibilities include, but are not limited to:

- \* Assisting the Deputy Chief of Police in developing the department's direction, priorities, goals and objectives that meet city, department and community needs.
- \* Advancing the department's community-oriented policing philosophy.
- \* Preparing a variety of routine and special reports and projects, as requested by the Deputy Chief of Police.
- \* Applying modern law enforcement concepts and systems.
- \* Identifying and addressing organizational conditions that may contribute to misconduct, liability or inefficiency, immediately notifying the Deputy Chief of Police of conditions that may impact the department's overall operations.
- \* Planning and organizing operations and ready to take command during high impact critical incidents and serve as a liaison between the department and local, state and federal agencies.

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### The City of Durango

Steeped in Western charm, Durango is an adventure wonderland boasting outdoor recreation including skiing, rafting, hiking, biking, and horseback riding. Durango's historic steam train and hot springs are signature attractions. Durango is the La Plata County seat and as the business, education, governmental, and cultural hub of southwest Colorado, Durango draws a workforce from throughout the region. The city boasts many great restaurants, good shopping, and a robust downtown business district.

Durango is the home of the Mercy Regional Medical Center, the main hospital of the area, a 4-year college, Fort Lewis College, the La Plata County seat operations, and a small manufacturing sector. The city covers 4.37 square miles and has a growing population of nearly 19,000. The air is clean and, though the region enjoys plentiful snowfall which blankets the ski slopes of Purgatory, while Durango enjoys nearly 300 days of sunshine per year.

At an altitude of 6,512 feet, Durango captures the best of the Rockies. The rugged and picturesque San Juan and La Plata Mountains form a breathtaking contrast to the crystal-clear blue sky. The air is clean and fresh as are the rivers – Animas, Florida, La Plata, and Los Piños – that have cut through the canyons and carved valleys in the vast mesas. Durango's climate is considered ideal thanks to moderate temperatures and beautiful seasons. In summer, temperatures seldom climb above the high eighties and spring is characterized by afternoon showers that bathe the land and stimulate verdant growth. Winters are generally mild, sunny, and dry with seldom a day of temperatures even close to zero.

Though set far from the bright lights of the big city, La Plata County enjoys contemporary amenities and a rich cultural history as well as the cohesiveness and caring spirit traditional in rural communities. The County is considered "tri-ethnic," embracing Native American, Latino, and Anglo cultures. With Southern Ute Tribal lands stretching across a portion of the County, residents and visitors have the opportunity to participate in annual celebrations and festivals. With places such as Rio de las Animas, Escalante Crossing, and Santa Rita Park, the region's Hispanic heritage is well-documented, and the culture is celebrated with the arts and during annual festivals such as Fiesta Days and Cinco de Mayo.

Fort Lewis College lends a spirit of progressiveness and youth to the fabric of the region as student involvement and enthusiasm is woven throughout the community. On campus, the growing arts facilities host the acoustically perfect Community Concert Hall, the world-renowned Center for Southwest Studies, and the Arts Center which showcases local as well as national artists.

One resident describes Durango as living "larger than its size, with a rich and creative community of artists, musicians, athletes, outdoorsmen and women, educators, and world class business leadership. From college to wilderness, from high mountains to sandstone desert, neither the people nor the environment will disappoint."

From locally roasted coffee beans and award-winning handcrafted beer to gourmet foods and farm-fresh produce, cheeses, and meats, great food is a given in Durango. Unique dining establishments rival those of the big city. In fact, Durango has more incredible locally owned restaurants per capita than San Francisco. In season, the bustling farmers market is not only a source for fresh, natural, and organic foods, but a community meeting place as well.

Durango is a mountain town with a tight-knit community. The locals tend to be highly educated and civic minded. They are friendly and highly value the easygoing lifestyles of outdoor recreation and community engagement. Athletic endeavors are a natural part of the lifestyle including downhill skiing and snowboarding activities at the Purgatory ski resort and the event that launched Durango's reputation as a cycling mecca – The Iron Horse Bicycle Classic. The Snowdown winter festivities, Durango Independent Film Festival, and even Bayfield's Sheep Festival are just a sampling of the activities that add sparks to life in La Plata County.



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## **The Department**

With a budget of \$7,913,915 the Durango Police Department employs 56 full-time sworn personnel and 14 non-sworn members.

The members of the Durango Police Department are a dedicated team committed to protecting life and property, reducing crime and promoting peaceful neighborhoods. Durango Police has strong community partnerships, engages in collaborative problem-solving and the ethical enforcement of the law.

Three commanders report directly to the Deputy Chief who supervises the two bureaus:

**Administration Support**—Training, FTO, Recruiting, Records, Property & Evidence

**Operations**—Patrol, Community Outreach, Detective





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### The Ideal Candidate

The position requires a strategic leader who is innovative, proactive, and forward-thinking. The ideal candidate will be a team player who is a good decision maker with strong skills in accountability. They will also have the following attributes:

**Active Leadership**—this is crucial to the success of the Commander. Some examples of this trait are: engaging officers in ride-alongs; being visible in the field and training alongside officers; energy, enthusiasm and engagement are welcome; specific management experience in Colorado policing is preferred; a flexible leadership style will be accepted by all; it is important to establish long-term professional relationships with employees of every position and rank; a community-oriented culture and family atmosphere are ever-present among staff; the Commander must be a strong collaborator within the Department, the city and across the community; commitment, compassion and a dedicated work ethic will lead to opportunity for growth and professional development.

**Experienced Police Leader**—top candidates will have a strong record of success leading a bureau in a police agency where they provided strong leadership, exceptional community service and strong budgetary management skills. The strongest candidates will have a proven track record of managing difficult disciplinary issues. They will also possess strong values aligned with the city's values—*Teamwork, Service, Respect, Professionalism, Dependability, Innovation, Well-Being*.

**Inspiring Communicator**—top candidates will have superior communication skills, a strong belief in partnerships beyond policing, and an unwavering commitment to advancing community safety. The successful candidate has a command presence that is welcoming and engaging. They have demonstrated success operating within various settings, from media to community events.

**Principled Leader**—top candidates will have a well-developed executive management philosophy in addition to policing expertise. Top candidates will be passionate about policing and have an open and collaborative management style. They will be knowledgeable on topics such as change management, implicit bias, social justice, procedural justice, racism, cultural awareness, and matters specific to serving in a diverse community.

**Relationship Builder**—top candidates will be a collaborator with an infectious “can do” attitude that inspires others to accept and manage change while upholding high-performance expectations. They will build excellent working relationships while mentoring direct reports and collaborating with other city departments, community stakeholders and other partners.



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### The Qualifications

- \* Bachelor's degree strongly encouraged or significant equivalent training in police or law enforcement which demonstrates the applicant's career potential, with completion of nationally recognized police management or administrative leader course.
- \* Six years of law enforcement experience, including four years of supervisory and administrative responsibility.
- \* Possession of, or ability to obtain, an appropriate, valid P.O.S.T. certificate from the State of Colorado.
- \* Incident Command System (ICS) and the National Incident Management System (NIMS) at an upper management level.
- \* Advanced knowledge of state, local and federal laws, relevant case law, department rules and procedures, city rules and procedures, personnel rules and regulations and the city charter.
- \* Demonstrated knowledge of law enforcement principles, practices and procedures.
- \* Technical and administrative methods of crime prevention and law enforcement including investigation and identification, patrol, traffic control, records management, care and custody of property.
- \* Principles and practices of program development and administration, excellent research and project management skills.

### Compensation & Benefits

The salary starts at \$91,902 with the range DOE. The city of Durango offers an excellent benefits package including:

- \* Insurance—medical, dental, vision, group life, short term disability for an FMLA qualifying event, long term disability
- \* FPPA coverage for police officers (cost share with employee)
- \* Retirement—401(a) plan with a pre-tax employee contribution of 9% and a city contribution of 11.2%. Full vesting occurs after five years of employment. The city does not participate in Social Security.
- \* 457 deferred compensation plan
- \* Holiday and leave—paid personal time off (PTO) based upon years of service, 11 paid holidays per year, emergency leave
- \* Additional benefits—employee assistance program, flexible spending account, tuition reimbursement, wellness program with Recreation Center pass and family discount, transit pass and family discount, Chapman Hill pass and family discount



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## How to Apply

All interested candidates should apply by March 22, 2021, submitting a city application, cover letter and comprehensive resume at [www.durangogov.org/jobs](http://www.durangogov.org/jobs).

Prior to interviews, final candidates will be required to sign a release form to authorize verifications to be conducted including employment history, degrees obtained, and other certifications.

*The city of Durango is an Equal Opportunity Employer*

