



# CITY OF STERLING, COLORADO STERLING POLICE DEPARTMENT

## POLICE COMMANDER

\$74,533 - \$83,850

Plus Excellent Benefits

Apply by  
November 23, 2020 at 5:00pm MST



## **POLICE COMMANDER**

The City of Sterling Police Department is seeking an innovative and collaborative professional with proven leadership experience, as well as strong interpersonal skills for the Commander of the Operation's Division serving at the direction of the Chief of Police. This is an excellent opportunity to be part of the executive management team of a professional, modern and community service oriented police department.



## **The Community of Sterling**

Located just 120 miles northeast of the Denver metro area along I-76 and the South Platte River and under 100 miles directly east of Ft. Collins via Hwy 14, Sterling combines an unparalleled quality of life with an ambience of charm and tradition. Encompassing almost 7 square miles with 17 city parks, Sterling is primarily an agricultural community with a population just under 15,000. Sterling is the home of Northeastern Junior College, which offers state of the art technology and educational programs. In addition, Sterling's School District, RE-1 Valley Schools, serves approximately 2,125 students with two high schools, one middle school, one junior high school, three elementary schools and two preschools. North Sterling State Park, just 14 miles outside of city limits, is a 5,700-acre Colorado State Park that includes a reservoir with 2,880 acres of surface area and 6 miles of hiking trails along the shoreline.

Facilities include over 100 campsites, boat ramps, a swim beach and a visitors center. Historic Downtown Sterling offers, fine dining, antiques and boutiques, unique public art and galleries, a 5 theater movie complex, a microbrewery, and farmers market. Additionally, multiple events are held throughout the year such as July Jamz, Logan County Fair and Parade, Parade of Lights, and Sugar Beet Days which attracts people from all over the state. Fishing and hunting opportunities are abundant as well.

## **The City Organization**

Incorporated in 1884, Sterling is a Home Rule City and operates under the Council-Manager form of government. The seven-member City Council appoints a City Manager, City Attorney, and members of the City's boards and commissions.

City amenities include a public library, Overland Trail Museum, recreation center with an indoor and outdoor pool, two 18-hole golf courses, cemetery, recreation trails, and numerous parks. Departments within the city organization include the City Manager's Office (including the City Clerk and Human Resources), Administrative Services (including IT and Finance), Sterling Emergency Communication Center (Dispatch), Parks, Library & Recreation, Public Works, the City Attorney, Police and full-time Fire services.





### **The Police Department**

The Sterling Police Department is a progressive, modern, service-oriented agency that provides full-service policing, 24/7, to the community. Unquestionably, the officers and support staff have mastered what so many agencies strive to achieve – the ability to provide exceptional public safety service, at the same time, serve as ambassadors for this idyllic community. Pride, dedication, and community spirit are very strong and both the business and residential communities have strong support for the Department.

The agency's authorized strength is 24 sworn officers; and supporting the Department are 6 civilian professional staff members. The department consists of two Divisions, Operations (Patrol, SWAT, SET, and K-9) and Support Services (Records, Community Services, Investigations and Youth Services). In recent years, the Sterling Police Department has made substantial improvements to its operations and community connections. The department is very involved at the local, state and federal level to include, Special Olympics of Colorado, Colorado Association of Chiefs of Police, CCIC, International Association of Chiefs of Police and more. In addition to having take-home cars with new up to date equipment, the Department has modern technology such as a robust Body Worn Camera Program, In-car computers, a state of the art Records Management System, and the

Lexipol Policy Management System to name a few.

We take pride in hiring talented and professional officers – both entry level and lateral, enhanced social media efforts, and training in which all officers are trained above and beyond industry standards by both in-house instructors and outside training programs to include being trained in crisis intervention.

### **The Ideal Candidate**

The next successful Police Commander must be well qualified with strengths in operations and possess exceptional skills to be a leader. The following traits, education and experience will be key ingredients for success:

- Minimum of an Associate's Degree in police sciences, criminal justice, law, law enforcement techniques, social sciences and/or related fields is preferred.
- Five (5) years of experience in law enforcement including three (3) years of experience at the level of Sergeant or above. An equivalent combination of education, training and experience that demonstrates required knowledge, skills and abilities may be considered.
- P.O.S.T certified as Peace Officer, level I, by the State of Colorado
- Active leadership is crucial to the success of the next Police Commander. The following are some examples that demonstrate this trait: engage officers in ride-alongs; be visible in the field and



not just in the office; and train alongside the officers.

- Energy, enthusiasm, and engagement are welcome traits and will serve the next Commander in serving this community, with many events and opportunities to connect with residents, business owners and visitors.
- Specific management experience in Colorado policing is preferred.
- A flexible leadership style will be accepted by all.
- Due to the size of the Sterling Police Department, 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
- In our community the Commander must be a strong collaborator within the Department, the City organization, and across the community. Accomplishments are built upon partnerships and cooperation.
- Commitment, compassion and a dedicated work ethic will lead to the opportunity for growth and professional development.

### Compensation

The salary range for this position is \$74,533-\$83,850, dependent upon qualifications. City



cell phone and assigned take-home vehicle use is provided. The selected candidate will enjoy an excellent benefits package including, Medical/Dental Insurance for employee and dependents, F.P.P.A. retirement plan, 10 paid Holidays throughout the year, Life Insurance, a generous Paid Time Off plan and a flexible schedule.



### How to Apply

The City of Sterling is an Equal Opportunity Employer. All Interested candidates may apply online by November 23, 5:00 PM Mountain

Time. Online applications

(<https://www.governmentjobs.com/careers/sterlingcolo>) should include an attached cover letter and resume.

An interview process is expected to occur in early December, and it is anticipated a selection will be made mid-December with a flexible start date. Top candidates may be asked to complete a written supplemental questionnaire to elaborate on areas of expertise and demonstrate their ability to communicate effectively.

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Human Resources Director, Bob Brown at (970) 522-9700 or email to [brown@sterlingcolo.com](mailto:brown@sterlingcolo.com).