

## CITY OF ALAMOSA, COLORADO

# CHIEF OF POLICE

RECRUITMENT ANNOUNCEMENT | POSTING: SEPTEMBER 23, 2026 – OCTOBER 23, 2026

### DISCOVER ALAMOSA: A VIBRANT & GROWING COMMUNITY

Nestled in the breathtaking San Luis Valley along the Rio Grande, the City of Alamosa (pop. ~10,000) serves as the regional hub for commerce, education, and culture in southern Colorado. Known as the gateway to the Great Sand Dunes National Park & Preserve, Alamosa offers unparalleled outdoor recreation, a rich multicultural heritage, and a thriving downtown. Alamosa is proud to celebrate **winning 2024 USA Today's Best Small Town Cultural Scene!** The community is supported by major anchor institutions including Adams State University, Trinidad State College, San Luis Valley Health and Valley-Wide Health Systems, alongside transformative municipal investments such as the We Are Alamosa Project (WRAP), the Streets Trust Fund, and the Rio Grande Riverfront Recreation Project.

### THE ALAMOSA POLICE DEPARTMENT

The Alamosa Police Department is a modern, forward-thinking law enforcement agency dedicated to community-oriented policing, transparency, and high professional standards. The Alamosa PD has 33 total personnel, including 26 POST-certified police officers.

**Department Structure:** Executive leadership oversees an Office Manager, a Support Services Captain (managing code enforcement, criminal investigations, co-responder and drug task force coordination), a Patrol Services Captain, 4 Sergeants, 4 Corporals, and 21 Patrol Officers. Specialized units include a K-9 program.

**Innovation & Community Safety:** APD operates an acclaimed behavioral health Co-Responder Program to address mental health crisis calls effectively, utilizes body-worn cameras, and leverages modern public safety technologies (including Automated Vehicle Identification Systems - AVIS) to protect and serve the community. The department also participates in a state-funded diversion program for both youth and adults.

### WHY LEAD THE ALAMOSA POLICE DEPARTMENT?

- **Supportive Governance & Community Alignment:** Enjoy strong backing from City Council, City Management, and an engaged public committed to public safety.
- **Robust Inter-Agency Partnerships:** Lead an agency that actively collaborates with all local law enforcement and emergency response partners — our PD works with all other local agencies, including the Alamosa County Sheriff's Office, Adams State University Police Department, Colorado State Patrol, and regional task forces.
- **Culture of Excellence & Development:** Guide a dedicated, professional team, mentor future leaders through the Apprenticeship Program, and foster continuous growth and operational excellence.
- **Exceptional Quality of Life:** Combine a rewarding executive public safety career with the pristine natural beauty, outdoor lifestyle, and high community spirit of the San Luis Valley.

## POSITION OVERVIEW, COMPENSATION & BENEFITS

| Category            | Compensation & Benefit Details                                                                                              |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Hiring Salary Range | \$114,630 – \$120,361 / year (FLSA Exempt, DOQ)                                                                             |
| Retirement Plan     | 401(k) / Empower retirement plan with a 10% Employer & Employee Match                                                       |
| Health & Dental     | Comprehensive Medical, Dental, and Vision insurance (75% Employer Paid)                                                     |
| Disability & Life   | Employer-paid Short-Term & Long-Term Disability; Group Life insurance up to \$100,000 for employee (\$5,000 for dependents) |
| Paid Time Off (PTO) | 10 days Vacation, 10 days Sick, 10 days Exempt PTO, 2 Personal Days, and 11.5 Paid Holidays annually                        |
| Perks & Equipment   | Take-home patrol vehicle, City cell phone, free Recreation Center pass, and discounted Golf membership                      |

## IDEAL CANDIDATE PROFILE & QUALIFICATIONS

- **Education:** Bachelor's degree in Criminal Justice, Public Administration, Business Administration, or related field (Master's degree preferred).
- **Experience:** Minimum of six (6) years of progressively responsible law enforcement command and management experience.
- **Certifications:** Active Colorado POST Certification (or ability to obtain reciprocity within 6 months of hire) and a valid Colorado Driver's License.

### HOW TO APPLY

**Posting Date: September 23, 2026 | Closing Date: October 25, 2026**

#### Required Application Materials:

1. Letter of Interest
2. Comprehensive Resume
3. Law Enforcement Application (available at: [www.alamosa.gov/law-enforcement-application](http://www.alamosa.gov/law-enforcement-application))

**Submission Contact:** Please submit all required application materials to Human Resources at [sgriffin@alamosa.gov](mailto:sgriffin@alamosa.gov)

#### Equal Employment Opportunity Statement:

The City of Alamosa provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Please submit accommodation requests in writing to HR.