



CHIEF OF POLICE

City of **Durango, Colorado**

Recruitment Services Provided By





The Opportunity

The City of Durango, Colorado offers a stellar career opportunity to collaborative law enforcement leaders as it seeks to identify its next Chief of Police. The next Chief will have the opportunity to build on past successes in this innovative and modern police department located in an area renowned for its recreational offerings.



About Durango

Durango is home to 19,500 residents and is located along the Animas River in southwestern Colorado at the foot of the San Juan Mountains and east of Mesa Verde National Park. Durango is in the four corners region of the United States; a region consisting of the southwestern corner of Colorado, northwestern corner of New Mexico, northeastern corner of Arizona, and southeastern corner of Utah. As the county seat for La Plata County and a regional hub for commerce, Durango is easily accessible by land and air.

Durango offers modern city amenities with stunning natural surroundings, rugged geography, and world class recreational opportunities. Durango is a cultural hotspot and offers ample opportunities to indulge in theatre or music venues, art galleries, museums, as well as dining at Durango's many restaurants.

Durango's stunning natural beauty is integral to its character which represents some of the most unique, inspiring, and compelling aspects of the community. With over 300 days of sunshine each year, Durango offers multiple opportunities for outdoor adventure such as skiing, ziplining, hiking, mountain biking, fishing, camping, and cruising the Animas River Trail. The beauty of Durango and the nearby San Juan Mountains can be explored on the Durango and Silverton Narrow Gauge Railroad and via the San Juan Skyway which wraps around the San Juan National Forest and is the gateway to many Colorado attractions.

Durango also has one of the highest concentrations of top ranked public schools in Colorado. A superior public school system, Durango School District 9-R serves pre-K through 12th grade students and consists of eight elementary schools, two middle schools, two high schools, an online option, and a homeschool option. For those seeking higher education, Durango is also home to Fort Lewis College, a four-year state college with approximately 4,000 students.

City Government

The City is a home rule city, with a city charter that establishes a council-manager form of local government. Policymaking and legislative authority is vested in a governing council consisting of five members elected at large on a non-partisan basis to staggered four-year terms. The City Council is responsible for, among other things, passing ordinances, adopting the budget, appointing advisory and commission members, and hiring the city manager, city attorney and municipal judge. The city manager is responsible for carrying out the policies and ordinances of the City Council, overseeing the day-to-day operations of the city, and appointing department directors and other staff members.

The City provides a full range of services to its residents, including general government, public safety, streets and highways, culture and recreation, transportation, sustainability, community development, public works and public utilities. The City's recreation programs and facilities are heavily utilized by residents of La Plata County and Durango continues to be the largest provider of these services in the region. The City's utilities include water treatment, wastewater treatment, solid waste disposal and recycling. The City also operates a transportation services enterprise, including parking and provides public transportation. City services are provided through 425 FTE employees and a FY 2024 general fund budget of \$53.8 million and an all-funds budget of \$321.3 million.



The Department

The Durango Police Department employs 82 dedicated employees who are solely focused on service to the community. Of these employees, 57 are sworn officers and 25 are professional staff. The professional staff are essential to the department mission and include administrative services, records management, property management, crime analysis, emergency management, code compliance, CORE team members, police service technicians, and open space rangers. Dispatch services are provided by the Durango/La Plata Emergency Communication Center, also a city entity that reports to the Chief of Police. The FY 2024 budget for the Durango Police Department is \$11.2 million.

The Durango Police Department is organized into three bureaus: Patrol, Support Services, and Administration. The Patrol and Support Services Bureaus are each led by a Commander, and the Administrative Bureau is led by a Police Administrative Manager, all of which report to the Deputy Chief of Police.

The Durango/La Plata Emergency Communications Center provides emergency communications services to the City of Durango, La Plata County, the Durango Fire Protection District and a number of other regional public safety agencies. The Center is staffed with 27 911 professionals and is led by a Director that reports to the Chief of Police.

The Durango Police Department is accredited by the Colorado Association of Chiefs of Police and is actively participating in many leading law enforcement programs, such as the 30 by 30 campaign, Active Bystandership in Law Enforcement, the IACP Trust Building Campaign, and ICAT certification of its officers.

\$ 11.2M
Operating Budget

82
Employees



The Position

Appointed by the City Manager, the Chief of Police leads the department and its staff in the delivery of public safety services to those who live, work, and visit Durango. The next Chief will be a visible leader in the community and in the Police Department. Some of the essential functions of the Chief of Police include, but are not limited to, the following:

- Assuming full management responsibility for all-public safety services and activities.
- Managing the development and implementation of public safety goals and objectives, policies, and priorities for each assigned service area.
- Establishing, within City policy, appropriate service and staffing levels.
- Monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures and allocating resources accordingly.
- Planning, directing, and coordinating, through subordinate level managers, the Police Department's work plan by assigning projects and programmatic areas of responsibility, reviewing and evaluating work methods, and procedures.
- Assessing and monitoring workload, administrative and support systems, and internal reporting relationships to identify opportunities for improvement.
- Selecting, training, motivating, and evaluating Police Department personnel, providing or coordinating staff training, working with employees to correct deficiencies, and implementing discipline and termination procedures.
- Overseeing and participating in the development and administration of the Police Department budget and directing the forecast of funds needed for staffing, equipment, materials, and supplies.
- Approving expenditures and implementing budgetary adjustments, as necessary.





Challenges & Opportunities

The next Chief of Police for the City of Durango will have the opportunity to lead an organization which has been positioned for success by the previous Chief, along with addressing some of the following challenges and opportunities:

- The Durango Police Department is engaged in leading initiatives and the next Chief will be tasked with furthering its efforts in increasing customer service, improving Diversity, Equity, and Inclusion, and enhancing its interactions with the unhoused.
- A new police facility is being designed as part of a new municipal campus that will renovate two historic former schools in its downtown area. The new facility will provide enhanced opportunities for innovation, such as a Real Time Crime Center.
- While Durango's permanent population is 19,500, its service population is typically 35,000 with peaks up to 90,000 during high volume tourism season. This aspect leads to challenges in delivering sufficient police services at all times.
- While its status as a regional hub frequently draws regional visitors from other states, it also requires comprehensive crime control strategies. Similarly, the Durango Police Department provides a wide variety of direct police services and shares resources with its regional partners.
- With a strong compensation plan, the Durango Police Department fares better than most with recruitment and retention efforts but a continual effort is needed to maintain its success.

Ideal Candidate

The ideal candidate for the Durango Chief of Police will possess certain traits and experiences that will likely lead to success:

- Fluency and proven experience with today's modern policing methods and challenges, including interactions with unhoused populations; investments in diversity, equity, and inclusion; and the ongoing evaluation and adoption of new technologies is desired.
- The next Chief of Police must be committed to preserving and even enhancing the healthy and positive culture that exists in the Durango Police Department.
- A demonstrated record of collaboration and dedication to community connection and modeling this behavior is essential to success.
- A high level of visibility and presence in the Department and community are essential.
- A strong, engaged, and honest communicator who embraces collaborative leadership efforts within the Department and the City organization is vital.
- Demonstrated experience as a progressive and innovative thinker who is open to exploring new ideas, programs, or service delivery methods will benefit the next Chief.
- Experience with overseeing public safety facility construction projects will be valuable if a new facility is approved.





Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

Education: Bachelor's degree from an accredited college or university with major coursework in law enforcement, criminal justice, public administration, or a closely related field. A graduate degree and successful completion of a nationally recognized police management/administration leadership course is strongly preferred.

Experience: Fifteen years of increasingly responsible command-level experience including supervisory experience.

Certification: A valid Peace Officer Standards and Testing (POST) certificate for the State of Colorado, or an equivalent certification from another state with the ability to obtain certification in Colorado.

Salary & Benefits

The salary range for the Chief of Police is **up to \$160,000**, with placement in the range dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

Retirement: Retirement is provided through a 401(a) plan, with employee contributions set at 9%, with a City match of 11.2%. Employees are fully vested after five years.

Relocation Assistance: The selected candidate will have use of a city-provided condominium for up to six months in order to provide time to secure housing.

Health Insurance: The City of Durango offers health, dental, and vision insurance options for its employees, as well as life insurance, accidental death & dismemberment, and long-term disability insurance.

Paid Time Off Leave: PTO accruals vary from 23 days to 31 days per year, depending upon years of service.

For a complete listing of benefits please view the City's [2024 Benefits Enrollment Guide](#).



Application & Selection Process

Interested candidates should submit a comprehensive résumé and compelling cover letter online no later than **Monday, February 26, 2024**, to:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Greg Nelson (ret.) | greg@mosaicpublic.com | (916) 550-4100
Chief Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 550-4100

The City of Durango is an Equal Opportunity Employer.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Colorado. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

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