

Chief of Police

City of Monte Vista, CO

Salary Range: —\$102,909 - \$118,646

(Depending on Qualifications)



The City & Surrounding Community

Monte Vista was established in 1884, as a robust agricultural community that today primarily grows potatoes, alfalfa, and barley. The City operates as a Council-Manager form of government with a five-member non-partisan part-time City Council. The Council is elected at large every two years to staggered four-year terms.

The City of Monte Vista began as a watering stop for the Denver and Rio Grande Western Railroad and today serves a population of 4,247.

Today, the City provides general governmental services through several departments: The Police Department, Administration, City Clerk's, Finance, Public Works, Planning and Economic Development, Recreation, Kid's Connection, Ski Hi Event and Conference Complex, and Monte Vista Airport.

Monte Vista is a culturally diverse community with 63% identifying as Hispanic, 32% white and 5% other. The community's existence and prosperous growth is cultivated by the economic development of the rich agricultural land and the surrounding ancillary businesses. The median household income is \$49,339.

Home of the Pirates, Monte Vista has a strong school system, several churches, beautiful parks and wonderful Mexican food. There is a history of steady growth and of people working together to build a better place to live for themselves and their families.

Monte Vista is centrally located 45 minutes to the east from the Great Sand Dunes National Park and Preserve and 45 minutes to the west to Wolf Creek Ski area. Hunting, fishing, biking and hiking are regular activities. Ten minutes south of town, there is the Monte Vista Wildlife Refuge where we celebrate the annual arrival of Sandhill Cranes in March and can observe an abundance of wildlife and migratory birds and water fowl year round. San Luis Valley Regional Airport, Adams State University and Trinidad State College are located 18 miles away in Alamosa.

To learn more, go to: [City of Monte Vista](#) - .



The Opportunity

This is a unique opportunity to join the team at the City of Monte Vista, a beautiful agricultural community in the heart of the San Luis Valley in Rio Grande County, Colorado. The City is seeking an experienced Police Chief that provides hands-on and strategic direction for the police department with a deep understanding of the city's operations, and the ability to foster meaningful relationships within the department, the elected officials, partner agencies, staff and the community.

This is an opportunity for leadership to get things done and see results with a dedicated and talented staff, who value public service to the community. The City Manager and Council are seeking an individual who will engage with the community to build trust and foster positive relationships and continue to enhance the quality of life and safety for those in Monte Vista.

As a 24/7 public safety entity, this position is for a hands-on chief. The chief will have to provide back-up to the officers if needed and cover a shift when short staffed. Providing leadership, training, and back-up support is key in supporting the existing talent. With a good, but limited budget, the Chief will be expected to write grants and/or work with staff to have a successful revenue of grant funding to support additional training, equipment, and other department needs.

The Department

The police department has 18 full-time employees which includes the chief, one (1) lieutenant, two sergeants, three (3) corporals (one of which is an investigator), a records/evidence coordinator, a code enforcer, and nine (9) officers. The 2025 operating budget for the department is \$1.8 M.

The Police Department provides 24-hour coverage seven days a week within a 2.6 square mile area. There are mutual aid agreements with the sheriff's office and other surrounding communities.

Dispatch services are provided by the Colorado State Patrol.



Mission

The Monte Vista Police Department will provide professional and ethical service in protection of our citizens while preventing crime and reducing the fear of crime through problem solving partnerships.

The Position

The Chief of Police reports to the City Manager and directs and manages the public safety operations and administrative functions of the Department. He/she develops and implements policies, procedures, and operating standards for the protection of the general public, to maintain safety standards and enforce all city, state and federal laws.

The Chief prepares and monitors the department's annual budget. Serves as the PIO and provides the media with information regarding police investigations, crime scenes or other incidents affecting the community. Reviews, evaluates and revises programs and procedures. Coordinates personnel recruitment in conjunction with the HR Department. Develops and manages staffing and policing plans, considering growth and change within the community. Directs the training, scheduling and supervision of all Department personnel.

The Chief is the face of the Police Department and represents the Department, the City and the community in an official capacity.

This is a working chief position, he/she will respond to calls as needed.



Vision

Through our steadfast commitment to policing excellence, the Monte Vista Police Department will be a professional, dynamic and innovative organization known for recruiting, hiring, training, and developing an exceptional workforce that reflects the values of the community we serve.

The Ideal Candidate

1. Is a servant leader who understands the importance of communication and relationship-building both within the department and in the community.
2. A humble leader who will mentor staff and create a succession plan to give employees an opportunity to move up in the organization.
3. Has superior communication skills, is approachable, accessible and willing to listen.
4. Supports the officers and listens to their concerns and suggestions.
5. Serves as the face of the organization and is visible in the community.
6. Is supportive and encourages the police department's efforts to engage with the youth of the community.
7. Holds him/herself accountable and is comfortable and willing to hold others accountable.
8. Is a team player both within the police department and as part of the City's leadership team.
9. Is a law enforcement professional and a strategic thinker.
10. Understands the budget process and is able to manage the police department budget.
11. Successfully writes and manages grants to augment the police department budget.
12. Is eager to serve as working chief and proficiently perform all functions, including covering calls for service or working a shift, if necessary.
13. Is experienced and understands the trauma of being victimized. Instills empathy in the officers.
14. A leader who has experience and appreciates policing in a smaller town or rural environment.
15. Understands the importance of the public's perception of the officers and will strive to improve how the public views the officers while in public.
16. Is someone who is familiar with the San Luis Valley.

Values

Integrity Courage Accountability Innovation Respect



Qualifications

- A bachelor's degree in police or public administration, criminal justice or a related field.
- At least seven (7) years of progressively responsible experience in police administration as a sworn police officer, with at least five (5) years of experience in a supervisor/management role with substantial public interaction.
- A attendance at the FBI National Academy, PERF-SMIP, Northwestern School of Police Staff & Command or a similar leadership program is a plus.
- Colorado POST certified or eligible to obtain POST certification within six (6) months of hire.
- At time of employment, must possess a valid CO Driver's License and be First Aid and CPR certified.
- Any equivalent combination of training, education, and experience, which provides the individual with the required knowledge, skills and abilities to perform the job may be considered.
- Bilingual is a plus.



Compensation & Benefits

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- Medical, Dental and Vision Insurance—cost shared between employee and city.
- Paid time off—vacation time, sick leave, bereavement leave, and eight (8) paid holidays.
- FPPA Retirement Plans
- Statewide Death & Disability Plan
- Voluntary benefits include a Flexible Spending Account (FSA), a 457 deferred compensation plan, Supplemental Life Insurance, Aflac, NY Life, AirMed and Legal Shield—Law Officer Plan.
- Wellness Benefits include an EAP, myStrength, a discounted membership to the Monte Vista Athletic Club and Monte Vista Golf Course and 24/7 access to an in-house police department gym.
- The Chief is also provided with a cell phone, and a take-home vehicle.





Apply Online

Go to: www.KRW-Associates.com/open-positions.

Provide your cover letter, resume and six professional references.

Deadline: Friday, June 13, 5:00 PM Mountain Time.

Questions?

KRW Associates LLC is assisting the City of Monte Vista with this search.

Questions should be directed to info@KRW-Associates.com or by phone to

KRW Associates Managing Partner Lynn Johnson | 303-435-4138

or KRW Senior Associate Gina McGrail | 303-249-9572.

The Town of Monte Vista is an equal opportunity employer.

