

City of Lamar, CO

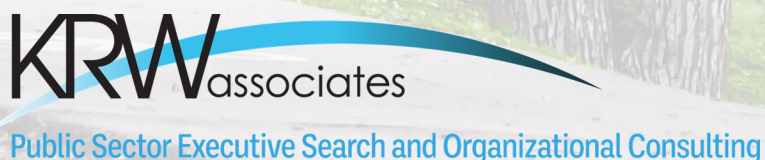
Chief of Police

Salary Range: \$86,091—\$123,510
Plus Benefits

Seeking an experienced Chief of Police,
with a community policing mind-set and
strong leadership capabilities
to lead the police department.

The City of Lamar, CO is being assisted by KRW Associates, LLC.
Applications are to be submitted to: [**apply@KRW-Associates.com**](mailto:apply@KRW-Associates.com)

Deadline: **March 29, 2024** (5:00 PM Mountain)



The City & Surrounding Community

Lamar, Colorado (pop. 7,591), the Prowers County county seat (pop. 11,854), is located in southeast Colorado at the Junction of U.S. Highways 50, 287 and 350. At a crossroads even before its founding, the Santa Fe Trail Northern Route passed by to the north, and the adjacent Arkansas River made the area a hospitable site for Native Americans. Today, Lamar still sits on a prominent transportation route; situated half-way between Denver and Dallas, it is an ideal location for transportation and warehousing businesses. The *Ports to Plains Corridor* from Mexico to Canada and the Burlington Northern Santa Fe Railroad line with Amtrak commercial rail service,



both run through the area. Finally, the Southeastern Colorado Regional Airport serves the seven-county region and can accommodate a variety of business, executive and private aircraft.

Serving as an economic hub in Southeast Colorado, areas of Western Kansas, and the panhandles of Texas and Oklahoma, Lamar is positioned for growth. True to its claim, Lamar really is “in the middle of everything” and is “open for business.”

Agriculture is the area’s primary economic driver; the manufacturing, service, tourism, health, and education sectors also play a significant role. Families enjoy an excellent school district, and have access to the Lamar Community College, which serves a four-county region with general education and career/tech education programs. Lamar is home to many retail, restaurant, and banking institutions, as well as multiple health & wellness organizations, including Prowers Medical Center, High Plains Community Health Center, Valley-wide Health Systems, and Prowers County Department of Health, creating a local health network.

Local amenities include parks, a baseball/softball complex, municipal swimming pool, nine-hole golf course, public library, movie/performance theater, and a bowling alley. The town recently completed a major Great Outdoors Colorado (GoCO) lottery-funded grant that made major improvements to outdoor spaces; it created a wheels park for biking and skating and a seven-mile walking trail, as well as a new beach, shelters, and other amenities at the North Gateway Park. Locals and visitors also appreciate the outdoors, nature and history. Attractions include the Arkansas River, the John Martin Reservoir, and several historic sites, including the Santa Fe Trail.



Lamar is attractive for those who enjoy a smaller, tight-knit and vibrant community, an affordable rural lifestyle, and salt-of-the-earth friends and neighbors. You will not find a community with more compassion, loyalty, and heart. For more information, go to the city website: [Lamar, CO](#); [Lamar Chamber of Commerce](#) or US Census Quick facts for Lamar & Prowers County: [U.S. Census Bureau QuickFacts: Lamar city, Colorado](#); [Prowers County, Colorado](#); [United States](#)



The Police Department

The Lamar Police Department staffing includes: the Chief; one (1) Commander; four (4) Sergeants; two (2) Detectives; 12 Officers; one (1) School Resource Officer (SRO); one (1) Administrative Assistant; two (2) Police Clerks; three (3) Code Enforcement personnel; one (1) Animal Shelter Manager; six (6) Dispatchers; two (2) Lead Dispatchers; and one (1) 911 Supervisor. The Chief reports to the City Administrator and is part of the City’s executive team. The Police Department’s budget for FY 2024 is \$2,541,776.00.

The Position

Appointed by the City Administrator, the Chief of Police serves as a key member of the executive leadership team and is responsible for the overall direction and leadership of the Police Department. The Chief is the “face” of the department and is a visible and experienced leader, with demonstrated administrative, operational, and tactical skills. The Chief exercises sound judgement when managing personnel, the budget, and other resources and when evaluating and making key decisions in emergency situations and regarding law enforcement matters. The Chief is responsible for officer recruitment, training, and retention. He/she is well-versed in federal, state, and local laws and ordinances. The Chief builds trust within the community, is accessible and transparent with officers and the public, and maintains effective working relationships with elected/appointed officials including the Public Safety Advisory Board. The Chief is expected to forge professional partnerships with key stakeholders, including the Sheriff’s Office, Colorado State Patrol, other emergency service providers and neighboring agencies. While this is an administrative /operational leadership role, the Chief assists on calls as staffing needs arise, or as the call-load demands.



The Chief builds trust within the community, is accessible and transparent with the officers and the public, and maintains effective working relationships with elected and appointed officials including the recently formed Public Safety Advisory Board.

The Ideal Candidate

1. Experienced, professional law enforcement leader who is committed to serving the Lamar community.
2. Thoughtful and progressive; understands the evolving nature of law enforcement regionally and nationally.
3. Visible and engaged in the community; committed to Community Policing, ensuring public safety and public confidence in the Police Department.
4. Team builder and effective communicator through effective interaction, on-going collaboration and listening skills.
5. Experienced leader with success in leading other similar-sized police organizations, with experience in a wide -range of tactical and organizational events.
6. Committed to providing ongoing training to help ensure the safety of the officers and the community.
7. Visionary and decision-maker who is solution-focused, innovative, and committed to best practices.
8. Tech savvy, encouraging the use of social media platforms to enhance communication both within the Police Department and the community.
9. Excellent communicator who listens and keeps the staff, leadership, and the community informed about police department and public safety matters.
10. Mentor who trains and develops staff, ensures accountability, and demonstrates personal integrity.
11. Diplomatic and creative problem-solver; able to effectively manage sensitive law enforcement matters, both internally and externally.
12. Drug enforcement background; adept addressing adult and juvenile law enforcement matters including drug-related incidents and offenses.
13. Understands and appreciates the small-town, rural lifestyle and is committed to keeping the community safe.
14. A leader who is able to build relationships and partnerships regionally.



VALUES

Integrity

Dedication

Impartiality

Honesty

Excellence

Opportunities & Challenges

- Opportunity to make a positive impact by leading a police department in a growing Colorado community.
- Involvement with assessing current departmental space needs and participate in discussions regarding potential consolidation of facilities.
- Development of a strategic plan to take the Police Department to the next level.
 - * Address mentoring, training and skills development and evaluation (to ensure current best practices, appropriate service level, community engagement, crime prevention, etc.)
 - * Adequate staffing for and appropriate use of School Resource Officer/s (SROs)
- A growing community and related issues including increased traffic, calls for service, and drug-related incidents.
- Promoting LPD / Officer recruitment and retention including building a career path for high-performing officers.



Qualifications

- A bachelor's degree and seven (7) years of law enforcement experience with at least three (3) years at the command level. Or a combination of education and experience showing progressive responsibility.
- A master's degree in public or business administration, criminal justice, or related field and/or graduate of the FBI National Academy or similar leadership program, preferred.
- At time of employment, must possess or be eligible to obtain a valid Colorado class "C" driver's license.
- Must be Colorado P.O.S.T. certified or eligible to obtain Colorado P.O.S.T. certification.



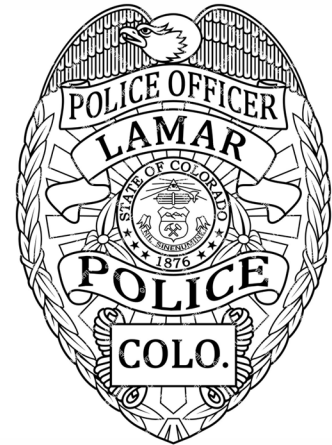
Compensation & Benefits

The position includes a competitive salary and an excellent benefit package.

Salary Range: \$86,091- \$123,510 (depending on qualifications)

Summary of Benefits

- Health, Dental, Prescription and Term Life Insurance- offered through the CTSI County health pool – Anthem Blue Cross/Blue Shield.
- Flexible Spending Account (FSA) and Health Savings Account (HSA) options
- Life Insurance-\$50,000 policy – Lincoln Financial
- Disability & Survivor Benefits-Fire & Police Pension Association (FPPA)
- Long-term and short-term disability insurance – Lincoln Financial
- Retirement Benefits –
 - Lamar Police Pension Plan (sworn officers contribute 8%; City contributes 9%)
 - Voluntary 457 deferred compensation plan - ICMA or One America
- Sick Leave Accrual – 80 hours per year
- Holiday Pay – 9 paid holidays per year
- Vacation Accrual – 126 hours per year; additional accruals based on years of service
- Tuition Assistance & Training/Certification benefits, as approved
- Employee Assistance Program (EAP)
- Uniform allowance
- Voluntary Plans available for purchase (e.g. Life Insurance, Vision Plan, AFLAC, AirMedCare, FAML leave, and LegalShield)
- Free use of Community Building fitness equipment and municipal swimming pool for employee; discounted rate for spouse/children
- A take-home vehicle
- A city-issued cell phone
- For more information go to: <https://www.ci.lamar.co.us/openenrollment> and [benefits highlight for 2024](#)





To Apply

Application materials accepted electronically at apply@krw-associates.com.

Attach a cover letter, a resume, and contact information for six (6) professional references.

Deadline: March 29, 2024 (5:00 PM Mountain)

Questions

KRW Associates LLC is assisting the City of Lamar, CO with this search.

Questions should be directed to: info@krw-associates.com or to:

Dr. Gerald Williams, KRW Managing Partner | 303-762-6220

Mr. Lynn Johnson, KRW Managing Partner | 303-435-4138, or

Ms. Gina McGrail, KRW Senior Associate | 303-249-9572.

The City of Lamar is an equal opportunity employer.

