

## CITY OF LINCOLN CHIEF OF POLICE

*Class specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include all** duties performed by individuals within a classification. In addition, specifications are intended to outline the **minimum** qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.*

### **DEFINITION:**

Under administrative direction, plans, manages, oversees and directs the operations and services of the Police Department which includes law enforcement, crime suppression and prevention; works with the County for the provision of animal control; coordinates activities with other City officials, departments, outside agencies and organizations; provides responsible and complex staff support to the City Council and City Manager, performs other related duties as required.

### **DISTINGUISHING CHARACTERISTICS:**

The **Chief of Police** is the administrative management level class which oversees all functions and operations of the Police Department and is responsible for all law enforcement personnel in preserving order, protecting life and property, preventing crime and enforcing laws and municipal ordinances. This classification is distinguished from the next higher classification of City Manager in that the latter has overall responsibility for administering the City's operations.

### **SUPERVISION RECEIVED/EXERCISED**

Receives administrative direction from the City Manager. Exercises direct and indirect supervision over management, professional, technical and office support personnel.

### **ESSENTIAL FUNCTIONS:** *(include but are not limited to the following)*

- Accepts full responsibility for all Police Department activities and services including preserving order, preventing crime, protecting life and property and enforcing laws and municipal ordinances; manages the City's animal control through County services; coordinates activities with other City officials, departments, other agencies and organizations.
- Develops, implements and maintains departmental goals, objectives, policies and procedures; applies community policing concepts; actively engages in long-term strategic planning; works directly with sworn, non-sworn and volunteer personnel in the development and interpretation of City and department policies; reviews and evaluates work methods and procedures for improving organizational performance, enhancing services and meeting goals; ensures that goals are achieved.
- Plans, directs and coordinates the Police Department's work plan through department staff; assigns work activities and responsibilities to appropriate personnel; reviews and evaluates organizational effectiveness and productivity; identifies and resolves problems and/or issues; oversees the maintenance and proper disposition of records and property; provides for the conduct of internal investigations as necessary.

- Oversees the selection, training and evaluation programs for all sworn and non-sworn personnel; provides or coordinates in-service training and employee recognition programs; identifies and resolves staff deficiencies; fulfills discipline procedures; reviews the work of department personnel to ensure compliance with applicable federal, state and local laws, codes and regulations.
- Prepares, manages and coordinates the development of the Police Department's budget; prepares forecasts of necessary funds for staffing, materials and supplies; coordinates and manages safety grant programs; presents, justifies and defends programs, operations and activities; monitors and approves expenditures; discusses and resolves budget issues with appropriate staff; implements adjustments as necessary.
- Serves as a resource for law enforcement personnel, City staff and other organizations; coordinates pertinent information, resources and work teams necessary to support a positive, productive and cooperative work environment.
- Attends and participates in professional and community meetings; stays current on issues relative to the field of law enforcement, crime prevention and service delivery responsibilities; responds to and resolves sensitive and complex community and organizational inquiries, issues and complaints.
- Establishes positive working relationships with representatives of community organizations, state/local agencies and associations, City management and staff, and the public.

**PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS:**

Position requires prolonged sitting, standing, walking, running, jumping, reaching, twisting, turning, kneeling, bending, squatting and stooping in the performance of daily activities. The position also requires both near and far vision and acute hearing. Additionally, incumbents may work outdoors in all weather conditions including wet, hot and cold conditions. The position entails working in hazardous situations, and may involve abusive persons and potential physical violence in the performance of law enforcement duties. The nature of the work also requires the incumbent to drive motorized vehicles, operate a variety of law enforcement equipment and often work with constant interruptions.

**QUALIFICATIONS:**

The following are minimal qualifications necessary for entry into the classification.

**Education and/or Experience:**

Any combination of education and experience that has provided the knowledge, skills and abilities for a **Chief of Police**. A typical way of obtaining the required qualifications is to possess the equivalent of eight to ten years of broad and extensive experience in all major phases of law enforcement work in a rapid growth municipality, including at least three to five years in a responsible management capacity and a bachelor's degree in criminology, police sciences, or related field. A Master's degree is preferred.

**License/Certificate:**

Possession of, or ability to obtain, a valid class C California driver's license, and possession of

a Management Certificate from P.O.S.T. Possession of a P.O.S.T. Command College diploma or F.B.I. National Academy diploma is desirable.

**KNOWLEDGE, SKILLS AND ABILITIES:** *(The following are a representative sample of the KSAs necessary to perform essential duties of the position.)*

**Knowledge of:**

Modern principles, practices and techniques of police administration, organization and operation; technical and administrative phases of crime prevention and law enforcement including investigation and identification, patrol, traffic control, juvenile programs, record keeping, automated law enforcement information systems, search and seizure, code violations, and care and custody of persons and property; functions and objectives of federal, state, and local law enforcement agencies; principles and practices of program and budget development, administration and evaluation; participate in the establishment of division and/or department goals, objectives and methods for evaluating achievement and performance levels; make and/or recommend adjustments to standard operating procedures to improve effectiveness and comply with regulatory changes as appropriate; methods and techniques of supervision, training and motivation; basic principles of mathematics; applicable federal, state and local laws, codes and regulations; methods and techniques of scheduling work assignments; standard office procedures, practices and equipment; modern office equipment including a computer and applicable software; methods and techniques for record keeping and report preparation and writing; proper English, spelling and grammar; occupational hazards and standard safety practices.

**Skill to:**

Operate an office computer and a variety of word processing and software applications. Safely and effectively operate a variety of law enforcement equipment, firearms and a police vehicle in emergency situations.

**Ability to:**

Plan, direct, manage and coordinate the work of the Police Department; develop and administer sound departmental goals, objectives, policies and methods for evaluating achievement and performance levels; properly interpret and make decisions in accordance with laws, regulations and policies; act quickly and calmly in emergency situations; facilitate group participation and consensus building; interpret, explain and apply applicable laws, codes and regulations; make adjustments to standard operating procedures as necessary to improve organizational effectiveness; read, interpret and record data accurately; organize, prioritize and follow-up on work assignments; work independently and as part of a team; make sound decisions within established guidelines; analyze a complex issue, and develop and implement an appropriate response; follow written and oral directions; observe safety principles and work in a safe manner; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships.

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| <b>Salary Range:</b>   | Refer to Unrepresented Group's Salary Schedule |
| <b>FLSA:</b>           | Exempt   |
| <b>Employee Group:</b> | Contract/At Will                               |