



POLICE CHIEF

\$85,088 - \$128,204

Plus Excellent Benefits

Apply by

October 11, 2020

(First Review, Open Until Filled)

PROTHMAN



WHY APPLY?



Located in northern Wyoming cradled by the iconic Bighorn Mountain range, Sheridan extends a warm hospitality as legendary as the street of its historic downtown. The City of Sheridan is one of the most unique and beautiful cities in the US. The Big-horn National Forest and Bighorn Mountains are a visitor's paradise, with elevations ranging from 4,000 to 13,165 feet. Hike, bike, camp, boat, hunt, rock climb or photograph the wildlife and scenery, or step farther back in time with the ancient and complex geology reaching back billions of years.

The City of Sheridan is seeking an innovative and collaborative professional with proven managerial and leadership experience, as well as strong interpersonal and customer service skills. This is an excellent opportunity for an experienced police chief to help define what the role of the department will be throughout the organization and community.

THE COMMUNITY

The City of Sheridan, county seat of Sheridan County, is known as a vacation destination as well as a travel stop due to its close proximity to Interstate 90 and U.S. Route 14. Conveniently located halfway between Mt. Rushmore and Yellowstone National Park, the Bighorn Mountains are a sister range of the Rocky Mountains and are a great vacation destination in themselves. Residents and visitors in this area of Wyoming are provided an extremely diverse landscape ranging from lush grasslands to alpine meadows, crystal-clear lakes to glacially carved valleys, and from rolling hills to sheer mountain walls.



The Bighorn National Forest has multiple reservoirs, 30 campgrounds, four group campgrounds, three scenic byways, picnic areas, eight lodges, miles of streams, 189,000 acres of wilderness, 1,500 miles of trails, and much more to provide a special recreation experience. A short drive from Sheridan is the picturesque and peaceful surroundings of Bighorn Lake where residents and visitors alike enjoy boating, swimming, camping, hiking, wildlife viewing and fishing. With a population of 17,800 residents, the City of Sheridan is a growing retail and service center for Sheridan County, Johnson County, the southern reaches of Big Horn County, Montana, and Montana's Tongue River region which serves as the region's epicenter for a wealth of cultural, historical and recreational opportunities.

Within the City's borders, the community is spoiled with ample entertainment, cultural, and recreational options including a YMCA, a public swimming pool, local movie theater, and a historic performing arts center for music, dance, and other artistic acts. The City also offers a large variety of parks and trails, skate parks, Big Goose Creek access, golf courses, and the historic Trail End Kendrick Mansion for year-round events. Sheridan's extremely rich western culture is showcased through a Main Street District Historic Downtown Walking tour, boasting 70 historic buildings. The downtown area is a gathering hub for many passions, and is home to dozens of unique shops, galleries, restaurants, craft breweries, cafes, and exceptional art pieces. Each year, the City's downtown area hosts a variety of festivals including an Annual Wine Festival, multiple street festivals, Farmers Markets, and more! Every summer in the second week of July, Sheridan taps into their cowboy culture and history, and hosts the annual WYO Rodeo.

Rodeo Week draws in participants from all around, and hosts a parade, the "Sneakers and Spurs" run, a rubber duck race on Big Goose Creek, a carnival at the fairgrounds, and a golf tournament at the country club. On the final day of Rodeo Week, a tailgate party and polo game are held a short 20-minute drive away in the nearby community of Big Horn, Wyoming at the Big Horn Equestrian Center; also known as a fantastic setting for concerts, local celebrations, and other large events.

Sheridan educational opportunities are supported by the Sheridan County School District 2 with six elementary schools, one junior high school, one high school, and alternative schools for junior high and high school levels. As well the City is home to Sheridan Community College, which offers state-of-the-art technology, software, labs, and training equipment, and award-winning staff available to those looking to advance their education.

THE CITY

The City of Sheridan is governed by a strong Mayor form of government, with a City Council consisting of six members elected at large citywide. The Mayor is also elected in a citywide vote.

The City provides comprehensive municipal services including police and fire protection, building plan review and inspections, road maintenance, park and cemetery maintenance, water and sewer services, solid waste and recycling collection, and landfill services. The City operates on a FY 2021 budget of \$40,703.530 with 180 FTEs citywide.



THE DEPARTMENT & POSITION

The Sheridan Police Department is known as a progressive, community-oriented police department, and is the main law enforcement agency in Sheridan with 29 sworn officers and 18 civilian employees. The Department operates from three Bureaus including a Patrol Operations Bureau, a Support Services Bureau, and an Administrative Services Bureau on a 2020 budget of \$4.22 million including communications. In 2019, the Department received 10,950 total calls and did 8,105 traffic stops.

Under the direction of the City Administrator, the Police Chief is responsible for directing police services for the City government, including coordinating the internal and external activities of the department. Major duties include developing both strategic and operational plans for the department, preparing and overseeing the department budget, and managing the County-Wide Dispatch Center in the provision of 911 services to the county which includes communications and emergency services for 7 fire departments, 2 law enforcement agencies, and a private ambulance service. The Police Chief will have direct supervision over two Police Lieutenants, an Administrative Services Manager, and an Administrative Coordinator. For a full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

Budget Challenges: The State of Wyoming is facing a budget shortfall due to the decline of the minerals industry as well as the COVID-19 pandemic. A portion of the City's revenue comes from the State. The new Police Chief will take on the challenge of keeping the Department operating at a high level without relying on State money, and must demonstrate significant leadership and guidance in maintaining a high level of service to the community even with shrinking budgetary and personnel resources.

Community Engagement: The Chief will lead the department to ensure positive engagement with the community, and work to enhance community understanding of the role of the police in the City. The City and the community expect the new Chief to take ownership, be involved, and maintain ties with community leaders and organizations, maintaining a community-oriented police force.

Changing Perspective and Staffing: Sheridan has not experienced the same issues and challenges that departments of large cities are facing today; however, it has recently been faced with recruitment challenges for hiring new police officers. The new Chief will need to focus on hiring quality officers while ensuring retention of those already in the department. Additionally, the next Chief will need to ensure current and future officers are properly trained and up to date on policing best practices.

IDEAL CANDIDATE

Education and Experience:

A Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field, and seven (7) to ten (10) years of upper management and leadership experience in a comparable law enforcement agency is required. A Master's degree in a related field is preferred. Candidates must also be Wyoming Law Enforcement Training and Standards Board Certified or have the ability to be certified within 6 months of hire. Advanced leadership training such as the F.B.I. National Academy, Northwestern University's School of Police Staff and Command or similar programs is highly desirable.

Any equivalent combination of education and experience to successfully perform the essential duties of the position will be considered.

**For more information,
please visit:
www.sheridanwy.gov**

Necessary Knowledge, Skills and Abilities:

- Must have an outgoing personality and be approachable and accessible to residents, business, and governmental leaders
- Experience in intergovernmental cooperation and relationship building.
- Experience interacting and collaborating with other law enforcement agencies and mutual aid groups.
- Skill as a strategic thinker, and the ability to anticipate issues or trends and understand the effect of decisions on all parties.
- Must stay current on best practices and policies in policing.
- Well-developed writing and public speaking skills.
- An excellent reputation and demonstrate a high level of integrity and humility.

COMPENSATION & BENEFITS

- **\$85,088 - \$128,204 DOQ**
- 80%-85% Medical for employee and dependents
- 100% Dental for employee and dependents
- Health Savings Account
- Life Insurance
- Wyoming Retirement System Pension
- 10 paid holidays per year
- Vacation days per year based on past experience and years of service
- 12 days of sick leave accrual per year



The City of Sheridan is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 11, 2020** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "**Open Recruitments**", select "**City of Sheridan, WY – Police Chief**", and click "**Apply Online**", or click [here](#)



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