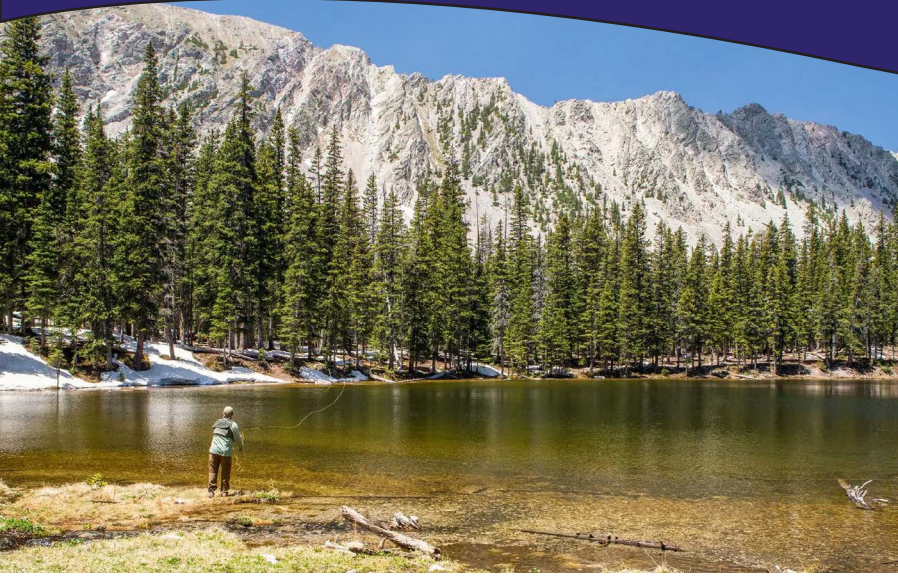


THE TOWN OF
Taos, New Mexico



INVITES YOUR INTEREST IN THE POSITION OF

Chief of Police



TAOS – AN EXCEPTIONAL OPPORTUNITY



ABOUT THE COMMUNITY OF TAOS

Taos is a town of over 7,000 people in northern New Mexico's high desert, bounded by the Sangre de Cristo Mountains. It's known for historic adobe buildings such as Taos Pueblo, a multistory adobe complex inhabited by Native Americans for centuries. A visit to Taos Pueblo is a visit to the only living Native American community designated both a World Heritage Site by UNESCO and a National Historic Landmark. A longtime artist colony, Taos also offers many galleries and museums showcasing regional artwork. Taos is blessed with vast natural resources and outdoor recreation opportunities with opportunities for fly fishing and where rafting on the Rio Grande Rover is a once in a lifetime experience.



TAOS ARTS & CULTURAL DISTRICT

Recognizing the state's rich cultural heritage, New Mexico MainStreet had been developing an Arts and Cultural District initiative since 2005.

Taos was authorized as one of four "Second Round" communities qualifying for the Arts and Cultural Districts program. The 2008 "First Round" of the Arts and Cultural Districts program authorized the pilot communities of Silver City and Las Vegas for the program's debut. Taos' long history as one of the nation's most prominent artist colonies and as a community where the state's Hispanic, American Indian, Anglo, and various other cultures find creative inspiration in the contemporary and traditional forms of visual arts, performance, music, and fine crafts imbues Taos with a distinct identity as an art town with a deservedly stellar international reputation, making it an ideal focal point for this effort.

TAOS TOWN GOVERNMENT

The Town of Taos Legislative Government is formed by the Mayor and four Council Members. The Mayor and Council Members are elected at-large in a Municipal Election. Each Council Member serves a four-year term. The Town Manager selects the Police Chief who reports directly to the Manager. The Town of Taos is dedicated to fostering a safe, healthy, and vibrant community through proactive measures that prioritize the well-being and quality of life for all residents and visitors. We will create an environment that nurtures our residents, celebrates our cultural heritage, and ensures a sustainable and prosperous future for all.

MISSION STATEMENT

The Taos Police Department is committed to:

- Community policing based
- Improving the quality of life in Taos
- Quality law enforcement, in partnership with the law abiding members of our community

THE TAOS POLICE DEPARTMENT

The Taos Police Department is a Law Enforcement Agency comprised of 24 commissioned / sworn personnel and 6 civilian staff members. The Department's 2023-2024 Total Annual FY Budget stands at \$3,029,273.

The Taos Police Department is committed to serving the Town of Taos with professional and community-focused policing services. By fostering strong community ties and addressing problems through problem-oriented policing, the Department creates a safe environment for all citizens. The team is comprised of exceptional individuals committed to community based and problem-oriented policing in partnership with law-abiding community members to secure a great quality of life in Taos.

ABOUT THE POSITION

QUALIFICATIONS

- Graduation from a college or university with a bachelor's degree in police science, criminology, or some other related field;
- Ten (10) years of progressively responsible law enforcement experience; five (5) years of which must have been in a supervisory capacity; OR An equivalent combination of education and experience
- Must possess and maintain a valid New Mexico driver's license; or obtain such license within 30 days following appointment.
- Must possess and maintain a state of New Mexico Law Enforcement Certification; or obtain such certification within 9 months of employment.

ESSENTIAL FUNCTIONS

Department operations; researches, writes, establishes, and evaluates department policies and procedures to implement executive and legislative directives from the mayor and town council; develops organizational structures including lines of authority, responsibility, and communication in order to carry out the policies and goals for town law enforcement; revises organizational structure as required.

Serves as community liaison as needed to communicate and promote department philosophy, methods, and practices; interacts with community and business leaders, elected officials, state and local law enforcement agencies, federal agencies and news media as needed to cooperate in the solving of mutual concerns and problems.

Oversees media relations; manages the release of all public information; screens and reviews all public announcements and communications to assure compliance with department policy, decisions, and protocol; monitors general activities of the department to assure compliance with standard operating procedures.

Directs the preparation and administration of departmental budgets; presents budget proposals to town management; monitors compliance with established fiscal guidelines and limitations; oversees the development of specifications for the acquisition of department equipment; reviews and signs all purchase orders and requisition forms; orders equipment, supplies and large budget expenditures; verifies costs incurred by the department; ensures payrolls are submitted promptly and accurately.

Manages and supervises direct-report staff by coordinating, assigning, and reviewing work to ensure compliance with policies and procedures. Conducts employee evaluations, introductory and annual. Makes recommendations for hiring, promoting, and releasing employees. Initiates and administers corrective action, as necessary, according to the Employee Manual. Mentor's employees to full potential and ensures appropriate training is given to meet the standards of the position held.

Directs and conducts departmental strategic planning; researches law enforcement programs and practices and implements strategies in order to better carry out policies and goals; conducts program evaluations and formulates action to upgrade a departmental efficiency and capability as needed. Prepares and submits periodic reports to mayor and town council and the federal and state officials regarding departmental activity; prepares a variety of other reports as appropriate; assists in developing and making recommendations for traffic planning for installation of traffic control devices.

Attends various State, local, task force, interagency, legal-update, and other meetings to maintain an effective networking system and provide coordination within the law enforcement agencies and other departments; coordinates and conducts departmental meetings; attends conferences and meetings to keep abreast of current trends in law enforcement.

Participates in, directs, and coordinates high risk, hazardous and emergency actions related to tactical operations, narcotics, gang activity, criminal investigations, traffic enforcement, and other enforcement activities as required; supervises and monitors the maintenance of police record keeping system; monitors reports.

Directs the development and maintenance of systems, records and legal documents that provide for the proper evaluation, control, and documentation of Police Department operations. Oversees the lawful ordering, transportation, storage, and usage of equipment obtained from the Defense Logistics Revitalization program (1033 Program). Performs related duties as required..

IDEAL CANDIDATE

The new Police Chief will be a dedicated and ethical team player who can quickly gain the confidence of the unique and diverse Taos community, department, staff, elected officials, and business owners. The Chief must possess the ability to build community trust through the development of partnerships with stakeholders, utilizing proven law enforcement best practices, and being both visible and accessible to the Taos community. As a key member of the City Manager's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community and the department through the challenges and opportunities of a growing community.

The successful candidate will be expected to bring a vision of excellence, gain credibility, and provide consistency in the delivery of police services, while promoting diversity in the department, and leading the department in providing outstanding services to the community.

The Police Chief must possess highly developed communication and listening skills with strong administrative skills, and the ability to perform well under pressure and meet deadlines. The successful candidate will have:

- In-depth knowledge and experience in the management of a municipal police department serving a variety of demographics and cultural backgrounds
- Experience providing a high level of community engagement, outreach, and community-oriented policing practices.
- Excellent communication and relationship building skills in working collaboratively with the other government departments, as well as with other law enforcement agencies, local businesses, and non-profit organizations.





COMPENSATION AND BENEFITS

The annual salary for the Chief of Police is \$113,934 with a very comprehensive benefits package:

- 100% major medical premium paid for employee with a choice of State of New Mexico Blue Cross Blue Shield, HMO & PPO
- Presbyterian or Cigna OAP & OAPIN
- State of New Mexico Public Employee Retirement Association (PERA) Retirement
- Personal leave and holiday pay,
- Employee development and training programs and much more
- Relocation expenses are negotiable

TO APPLY

Interested candidates must submit by email a cover letter, resume, at least five job related references (with email and phone numbers), as well as salary history no later **June 25, 2024**, to jeffhale1968@gmail.com.

Please direct any questions to Jeff Hale, Associate, Mercer Group Associates, at jeffhale1968@gmail.com or 706-371-6126 or Lisa Ward, Senior Associate, lisaward982@gmail.com, 706-983-9326.

The Town of Taos is an Equal Opportunity Employer.



MERCER GROUP ASSOCIATES

