

Middleton Police Department

Open for Recruitment: June 16 – July 10, 2016

Position: Police Chief

FLSA Classification: Exempt

Salary Range: \$70,000 - \$80,000 / annually

Benefits: Paid vacation and sick leave, life and disability insurance, PERSI retirement, and \$830/month toward health insurance (medical/vision/dental) premiums for employee and dependents.

Responsibilities:

- Work with and oversee a growing department that now has one sergeant and six officers
- Perform patrol and all other duties performed by an officer
- Guide and help officers to perform their duties according to applicable laws
- Train with officers in job aspects needing improvement or as desired by you and officers
- Manage officer work- and leave-schedules to minimize or avoid overtime
- Assist in updating policies and procedures to match changes in law and techniques
- Other duties as assigned

Work Schedule: Normally, Monday – Friday, 8:00 am – 5:00 pm.
Shifts, weekends, and holidays vary depending on department needs.

Minimum Qualifications:

- POST certified
- Honorable discharge if military service
- Graduation from an accredited university
- Live in or be willing to move into Middleton city limits within 90 days of hire date
- 10 years of patrol experience
- Applicants meeting minimum qualifications will be invited to interview in Middleton the week of July 17, 2017

HIRING PROCESS: Submit the following application information to Mayor Darin Taylor at City of Middleton, P.O. Box 487, Middleton, Idaho 83644. Incomplete applications will not be considered.

- Cover letter
- Copy of POST and university certifications
- Resume
- Contact information for three professional references
- City employment application (available online at www.middleton.id.gov)
- Writing Sample (instructions below)

Writing Sample: Please respond to the following by typing your responses in 12-point font, double-spaced, one response per page, and one-page limit per response.

1. I know the following about Middleton and its residents
2. My philosophy about laws, people following them, and enforcing them is
3. Compare and contrast your philosophy with the philosophy of residents in your community
4. What is your philosophy about enforcing federal, state and local laws?
5. What is your role, and the police department's role, in building a community?
6. What should be done as Middleton's population increases from approximately 8,000 – 80,000?
7. Please list the federal, state, and local law-enforcement agencies you have interacted with

8. What is a police union, how does it work, and how does it fit into Middleton's future?
9. Where and how does a police department fit in a city organization?
10. What is the nature and scope of the relationship between the following:
 - Chief and Mayor?
 - Chief and City Council?
 - Officers and Mayor?
 - Police department and other city departments?
11. Have you ever been disciplined by an employer? Discipline means formal reprimand, suspension, demotion, or termination. Please describe what happened for each incident.
12. If I were chief in Middleton, I would

If selected, an applicant will be given an employment offer subject passing the following: 1) **background check** - including criminal, work and credit history, and references; 2) **psychological, medical, physical fitness, and polygraph exams; and 3) substance screening**. Unsatisfactory results from the background check, exams or screening will disqualify an applicant, as will providing inaccurate information or withholding or concealing information during the hiring process.