

Scott City



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Vibrant Today, Brighter Tomorrow

NOW HIRING

Chief of Police



Welcome to Scott City, Kansas

Located in the heart of Western Kansas, Scott City is a thriving and welcoming community known for its strong sense of hometown pride, excellent quality of life, and rich agricultural heritage. As the county seat of Scott County, our city offers a blend of small-town charm with modern amenities, making it a great place to live, work, and raise a family.

Scott City is conveniently situated at the crossroads of U.S. Highway 83 and K-96, providing easy access to regional hubs and major destinations. We are 35 miles

north of Garden City, 90 miles northwest of Dodge City, and 110 miles southwest of Hays. Additionally, Scott City is about 60 miles from the Colorado border, offering quick access to the neighboring state. For those traveling to larger metropolitan areas, Wichita is approximately 220 miles to the east, making it accessible for business and leisure while allowing residents to enjoy the peaceful rural lifestyle Scott City offers.

One of the standout features of Scott City is Lake Scott State Park, a true oasis on the plains. Just a short drive north of town, this picturesque park offers hiking, fishing, camping, and historic sites, including the remains of the El Cuartelejo Pueblo, the northernmost pueblo ruins in the U.S. The park is a favorite destination for residents and visitors alike, offering breathtaking scenery and year-round outdoor recreation.

Education is a top priority in Scott City, with Unified School District 466 (Scott County Schools) providing outstanding learning opportunities for students from preschool through high school. The district is known for its strong academic programs, dedicated teachers, and successful extracurricular activities, including competitive athletics and award-winning fine arts programs. Additionally, the Scott Community Foundation supports local education initiatives, helping ensure a bright future for our students.

The local economy is rooted in agriculture, agribusiness, and a growing industrial sector, with many opportunities for employment and entrepreneurship. As a regional trade center, Scott City supports a variety of businesses, including retail, manufacturing, and professional services. Local industries continue to evolve, making Scott City a stable and forward-thinking community for career growth.

4,113 Population	36.8 Median Age
2.7 sq miles Area	2.3 Average Household Size



Another key asset to our community is Scott County Hospital, a state-of-the-art medical facility offering comprehensive healthcare services to residents of Scott County and surrounding areas. With a team of skilled professionals, the hospital provides emergency care, specialty clinics, and wellness programs, ensuring high-quality healthcare close to home.

Scott City is a place where neighbors know each other, businesses support one another, and families thrive. Whether you're looking for a career opportunity with the City of Scott City or considering a move to our community, you'll find a welcoming environment, excellent services, and a high quality of life that makes Scott City a great place to call home.



Government

The City of Scott City has a Governing Body consisting of the Mayor and eight (8) City Council members who are elected by the people of the City. The Mayor is elected by the City at large, and the Council members are elected from each of the four (4) wards of the City, two (2) from each ward.



The Mayor and City Council members serve a four-year term. The Governing Body, being the elected representatives of the people, adopts all ordinances and resolutions and determines the general goals and policies.

The Department

The mission of the Scott City Police Department is to work with the community to ensure Scott City is a safe and desirable place to live, work and visit.

The Scott City Police Department employs nine (9) full-time sworn law enforcement officers, K-9, four (4) full-time dispatchers and a Communications Director/Administrative Assistant.



Chief of Police

This position shall lead the Police department towards the mission and values set forth for the department. Supervising and management of the department staff, budget, and resolving personnel issues and citizen concerns. The Chief of Police is a Department Head and receives direction from and reports to the City Administrator with some direction and guidance from the City Council and Mayor.

Principal Job Responsibilities

Primary responsibilities include:

- Provides overall supervision, leadership, and direction for the department; ensures competent performance. Assigns areas of accountability and delegates authority to subordinate personnel.
- Provides professional guidance, training and policy interpretation. Provides guidance in resolving/improving performance standards. Maintains knowledge of all department activity.

- Exercises authority over all department staff including hiring, promotion, transfer, discipline, and termination of individual employees within established City policies.
- Oversees the effective and efficient administration of the Police Department directly, and through the efforts of subordinate personnel.
- Identifies and plans for current and future law enforcement needs through tracking crime trends, demographic influences, projected community growth, available resources, and researching other communities' efforts at maintaining public safety.
- Develops and administers immediate and long-range budgets. Ensure the department operates within the annual budget and directs the annual budget process for the department. Monitors expenditures and revenues. Forecasts spending, staffing and revenue levels and recommends equipment purchases. Research, apply for and administers grants.
- Recommends and plans long range goals, objectives, organizational structure and overall direction for the Department. Monitors, reviews and communicates the implementation phases of the department's strategic plans to ensure long-range goals are met. Ensures the programs and objectives of the Department are developed and maintained in accordance with the objectives of the City Council.
- Formulating and advising the City Administrator and City Council regarding department policies and regulations.

Minimum Qualifications

The City desires a Police Chief with a combination of education and experience that adequately equips him/her to effectively execute the responsibilities of the position, lead department personnel, and contribute to the improvement of the community. A bachelor's degree from an accredited institution in Police Science, Criminal Justice, Business Administration, Public Administration or a related field is required. Equivalent courses in leadership and supervision approved by the city council may be considered in lieu of an advanced degree. Applicants must have a minimum of ten (10) years of increasing responsible law enforcement experience, three (3) of which have been in a command/supervisory capacity.

The following are additional requirements for consideration:

- State of Kansas Peace Officers Certification, or the ability to obtain it within one (1) year.
- A valid Driver's License.

- Requirement to establish residency within the City limits of Scott City within six (6) months of employment.

Compensation

Starting Salary Range: \$97,635-\$105,685.

The City of Scott City offers a competitive benefits package.

Health Insurance

The City provides 100% paid premiums for full family medical package that includes medical, prescription and dental insurance.

Retirement

The City participates in the Kansas Police & Firemen's Retirement System (KP&F).

Deferred Compensation (457 & Roth 457)

The City Offers deferred compensation programs to all employees on a voluntary basis for additional retirement savings.

Life Insurance

The City provides life insurance plans through KPERs. Additional coverage may be purchased through KPERs.

Holidays

Ten Holidays are granted annually.

Leave

Vacation leave is accrued at the rate of 10 days per year for 0-5 years, 15 days per year after 10 years. The City is willing to negotiate a balance of vacation allotted to the new Chief available at the time of hire. Sick leave is also an available benefit.

Professional Development

The City is committed to providing employees with exceptional training opportunities including attendance at State and National professional conferences within their relevant disciplines.

How To Apply

Qualified candidates may submit a cover letter, resume, references, and salary history to ron@mcgrathconsulting.com

The deadline to submit the required application materials is **April 11, 2025**. Following this date, applications will be screened against criteria outlined. For more information about the position, please contact Ron Moser at ron@mcgrathconsulting.com

Expected Recruitment Timeline

Expected Timeline: Invited applicants will participate in an all-day Assessment Center sometime between April 21- 25, 2025. The date will be announced as soon as confirmed.

Selection Process: Following the Assessment Center, applicants selected as finalists may also be invited for additional interviews. Applicants will also be subject to a complete background investigation including their eligibility to provide criminal testimony. A psychological examination, physical exam, and drug testing will be required for the successful candidate upon a conditional job offer from Scott City.

Scott City is an Equal Opportunity Employer committed to diversity in the workplace. In compliance with the Americans with Disabilities Act. The Department will provide reasonable accommodation to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.