General Statement of Duties

Directs and manages an operational and/or functional area in the Denver Sheriff Department including developing objectives, implementing strategies, managing plans, programs, and projects, and directing operations and support services at the Denver County Jail, the Pre-Arraignment Detention Facility/Court Services, and/or Administration/Training.

Distinguishing Characteristics

This classification is the fifth level in the Deputy Sheriff class series. The series consists of Deputy Sheriff, Deputy Sheriff Sergeant, Deputy Sheriff Captain, Deputy Sheriff Major, and Deputy Sheriff Division Chief. This class performs second-level managerial work and is distinguished from a Deputy Sheriff Major that manages an operational and/or functional area in the Denver Sheriff Department by performing some elements of supervision and recommending and implementing plans, procedures, policies, programs, and projects, assists a Deputy Sheriff Division Chief, and performs management level protective services work for the Sheriff Department directing operations and support services at Denver County Jail, the Pre-Arraignment Detention Facility/Court Services, Technology Support/Special Projects, and/or Internal Affairs. The Deputy Sheriff Division Chief is also distinguished from the Director of Corrections - Undersheriff that directs and manages the Denver Sheriff Department by providing leadership and direction including defining the organization's mission, vision, positions, initiatives, and interests over a variety of complex departmental divisions.

Guidelines, Difficulty and Decision-Making Level

Guidelines are in the form of stated vision and objectives for the division or department.

Work assignment is unstructured and employee is responsible for implementing and managing a variety of objectives, resources, and strategies to achieve the goals of the division or department. Duties performed include operational and organizational planning; developing standards, schedules, priorities, guidelines, processes, and measurement (evaluation) systems; implementation of production and performance management standards; and allocating resources.

Employee is responsible for implementing operational goals and objectives and for the management of a complex division and overall functions in which several projects and programs may be in progress with simultaneous, multiple resource involvement. Develops solutions to organizational and operational problems, responsible for organizational management (development, staffing, and conflict), and allocating resources.

Level of Supervision Received & Quality Review

Under managerial direction, the employee has personal accountability for carrying out the work objectives of a division within the scope of established guidelines and the mission of the Denver Sheriff Department. Employee is expected to resolve problems that arise in the normal course of the work. Work may be discussed with higher level managers, reviewed for soundness of judgment, and feasibility of decisions.

Interpersonal Communication & Purpose

Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems are encountered and where exceptional degrees of discretion, judgment, and knowledge are required. Contacts where the exchange of information, support, influence, and cooperation may have a very significant impact on the division, programs, and/or policies of the organization.
Level of Supervision Exercised

Supervises two or more first level managers.

Essential Duties

Communicates, influences, supports, negotiates and integrates the Denver Sheriff Department’s long term strategic plan into functional and operational areas providing regular communication and presentations to decision makers, the public, and subordinate staff.

Researches financial impacts, efficiencies, innovations, and consequences of proposed projects and programs and provides recommendations and justifications to the Director of Corrections - Undersheriff or decision makers as part of the review/approval process.

Participates in collaborative processes with stakeholders to develop budget recommendations and secure resource allocations for functional and/or operational areas.

Works with the Director of Corrections - Undersheriff to institute goals and objectives, identify causes, and recommend solutions to short and long-term service and/or operational issues, and prioritizes and assigns staff/resources accordingly.

Represents the Director of Corrections – Undersheriff and may perform director’s duties in the director’s absence, assists the director in drafting or revising legislation, and implements and maintains policies and procedures set forth by the director.

Creates, discovers, and/or incorporates best practices.

Makes decisions that directly impact subordinate staff in designated functional and/or operational areas and delegates decision-making responsibility and authority to subordinate staff as appropriate.

Acts as a major contributor to and participates in the department’s strategic planning process.

Plans, designs, and develops programs, projects, procedures, and standards utilizing functional/technical expertise and directs and manages their implementation.

Designs and supports the creation and execution of departmental strategies for grievances and discipline, employee development, evaluation, training, and other departmental goals and objectives.

Responds to personnel issues, conferring with the Director of Corrections Undersheriff, human resources staff, and/or legal advisors to determine appropriate decision/action. Initiates and implements activities to develop and encourage performance, identifies the strengths of subordinate managers, supervisors and staff, and provides guidance and advice to subordinate managers regarding human resource matters.

Initiates and implements hiring procedures, oversees and/or conducts interviews, and approves subordinate staffs’ candidate selection decisions/recommendations.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Requires meeting certification standards and qualifications in the use of firearms and other tactical weapons.
Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

**Competencies**

Thinking Strategically - Thinks strategically and promotes best practices and leading-edge ideas.

Deciding and Initiating Action - Takes responsibility for actions, projects and people; makes quick, clear decisions which may include tough choices, after considering risks.

Delivering Results - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Financial Management - Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.

Persuading and Political Influence - Gains clear agreement and commitment from others by persuading, convincing and negotiating. Makes effective use of political processes to influence others.

Technical Competence - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

Coaching - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

**Knowledge & Skills**

Knowledge of the American Correctional Association standards sufficient to be able to ensure consistent application of requirements to provide satisfactory conditions of confinement.

Knowledge of the criminal justice system and processes, correctional practices, policies, and legal provisions sufficient to be able to manage the division and perform under sheriff duties in the absence of the under sheriff.

Skill in basic computer operations.

**Education Requirement**

Bachelor’s Degree in Criminal Justice, Criminology, Corrections, Business Administration or a related field.

**Experience Requirement**

Two (2) years of experience as a Denver Deputy Sheriff Major.

**Education & Experience Equivalency**

Two (2) years of the appropriate type and level of experience may be substituted for each required year of post-high school education.

A combination of appropriate education and experience may be substituted for the minimum education and experience requirements.

**Licensure & Certification**

By position, requires a valid Driver’s License at the time of application.
Applicants must meet the certified physical fitness standards adopted by the Department.

Licenses and certifications must be kept current as a condition of employment.

### Working Environment

- Potential exposure to infections and contagious diseases
- Potential exposure to the risk of blood borne diseases
- Potential exposure to hazardous anesthetic agents, bodily fluids, and wastes
- Potential exposure to housekeeping/cleaning agents/chemicals
- Potential exposure to hazardous/toxic chemicals
- Potential exposure to offensive inmates or public
- Contact with inmates and public under a wide variety of circumstances
- Potential exposure to unpleasant elements (accidents, injuries and illness)
- Subject to varying and unpredictable situations
- Handles emergency or crisis situations
- Potential exposure to odors in jail facility, inmate or public areas
- Subject to many interruptions
- Subject to long, irregular hours
- Subject to traffic, roadways, and pedestrians
- Pressure due to multiple calls and inquiries
- Potential exposure to dangers of assaults/hazards from investigating alarms
- Potential exposure to sufficient noise to cause distraction or possible hearing loss
- Potential exposure to conditions where there is danger to life, body, and/or health
- Potential exposure to hot and cold and adverse weather conditions.

### Level of Physical Demand

3-Medium (20-50 lbs.)

### Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Physical tolerance to effectively work under adverse environmental conditions, extended or disrupted work schedules resulting in loss of sleep and meals, the stress of interacting with hostile or dangerous people, of assisting victims of violence or injury, and the changing parameters of legally-mandated job responsibilities and limitations.

May be required to physically subdue violent prisoners and chase inmates or the public on foot to apprehend them.

Explosive strength and stamina sufficient to run a distance of up to 300 meters.

Carries lethal and less-than lethal weapons and must qualify in the use of those weapons.

Ability to utilize force when necessary to maintain order in the course of assigned duties.

Static strength: may be required to wear body armor & carry duty weapons weighing up to 25 lbs.

Ability to lift, drag, or carry children and adults (dead, alive but injured, or resistant dead weight) with or without assistance.

Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another.

Standing: remaining on one’s feet in an upright position

Walking: moving about on foot

Sitting: remaining in the normal seated position

Carrying: transporting an object, usually by hand, arm, or shoulder

Pushing: exerting force upon an object so that the object is away
Pulling: exerting force on an object so that it is moving to the person
Climbing: ascending or descending objects usually with hands/feet
Balancing: maintaining body equilibrium to prevent falling over
Stooping: bending the body by bending spine at the waist
Kneeling: bending legs to come to rest on one or both knees
Crouching: bending body downward and forward by bending legs
Crawling: moving about on hands and knees or hands and feet
Reaching: extending the hand(s) and arm(s) in any direction
Handling: seizing, holding, grasping, or otherwise working with hand(s)
Fingering: picking, pinching, or otherwise working with fingers
Talking: expressing or exchanging ideas by means of spoken words
Hearing: perceiving the nature of sounds by the ear
Sense of smell sufficient to detect illegal drugs, alcoholic beverages, ether, fuels (e.g., natural gas, gasoline), fire, and corpses.
Repetitive motions: making frequent movements with a part of the body
Eye/hand/foot coordination
Far Acuity: ability to see clearly at 20 feet or more with or without corrective lenses.
Near Acuity: ability to see clearly at 20 inches or less with or without corrective lenses.
Depth Perception: ability to judge distance and space relationships.
Field of Vision: ability to see peripherally.
Accommodation: ability to adjust vision to bring objects into focus.
Color Vision: ability to distinguish and identify different colors.

### Background Check Requirement

- Criminal Check
- Employment Verification
- Education Check
- By position, Motor Vehicle Record

### Assessment Requirement

None

### Probation Period

Six (6) months.

### Class Detail

- Pay Grade: U-71A
- FLSA Code: E
- Management Level: 4
- Established Date: 9/21/2018
- Established By: Lori Schumann
- Revised Date:
- Revised By:
- Class History:

City and County of Denver