



KOOTENAI COUNTY SHERIFF'S OFFICE

UNDERSHERIFF

RECRUITMENT ANNOUNCEMENT

Annual Salary: **\$97,762.08— \$113,774.13**

DOQ + Excellent Benefits

Closing Date: September 30, 2021 at 5 p.m.

Position Available January 3, 2022

THE VISION: The vision of the Kootenai County Sheriff's Office is to protect and serve our community with professionalism, integrity and compassion.

THE MISSION: As an organization, we are dedicated to achieving our vision through responsive and innovative leadership that is both transparent and accountable to the community.

With uncompromising commitment, we seek to accomplish our mission with dignity, honor, and organizational pride.



ABOUT KCSO:

The Kootenai County Sheriff's Office is located in Coeur d'Alene, Idaho serves a community of nearly 175,000. KCSO employs 325 personnel, 193 sworn and 132 professional staff between the three bureaus: Jail, Operations and Operations Support. KCSO has an annual budget of approximately \$30 Million.



DEPARTMENT STRUCTURE

Sheriff	
Undersheriff	
Captains	3
Lieutenants	8
Sergeants	26
Deputies	154
Emergency Communications Officers	29
Professional Staff	103

ESSENTIAL DUTIES & RESPONSIBILITIES:

Reports directly to the Sheriff and manages the daily operation of the Sheriff's Office to include the direct oversight and management of the major divisions within the Sheriff's Office. In the absence of the Sheriff, the Undersheriff assumes command and acts on behalf of



IDEAL CANDIDATE: PROFILE

The Kootenai County Sheriff's Office seeks an individual with proven leadership qualities who has a proven understanding of basic and advanced principles of leadership and management. Desirable candidates will have a strong work ethic and the ability to work under a variety of conditions; strong interpersonal skills; a balanced ability to work with both sworn and professional personnel; advanced knowledge of dealing with complex budgetary issues; a balanced understanding of national and local issues that impact government; knowledge of jail and police field operations.

To be effective in the Kootenai County Sheriff's Office culture, candidates should possess the ability to communicate with other members of the organization in a manner that will consistently reflect the mission and the vision of the Sheriff's Office. All candidates should be of the highest moral character and have a verifiable record of using sound judgment, being decisive, and prioritizing accountability as part of their leadership style.

Preferred candidates will possess, at a minimum, an Idaho POST Advanced certificate or other equivalent out of state certificate and will have attended a nationally recognized command related institution such as the F.B.I. National Academy, Northwestern University Center for Public Safety Staff & Command School or Southern Police Institute Staff & Command School.

QUALIFICATIONS:

Bachelor's degree in Business Administration/Law Enforcement or related degree from a four-year college or university, Masters Degree preferred and a minimum of fifteen (15) years progressive law enforcement experience with a minimum of five (5) years in a Command position (Lieutenant or higher); graduation from the F.B.I. National Academy, Northwestern University Center for Public Safety Staff & Command School or Southern Police Institute Staff & Command School; or equivalent combination of education, experience and training.

[Click here](#) to view the full job description.

EMPLOYEE BENEFITS:

Kootenai County offers a competitive benefits package, including affordable and comprehensive health insurance, life/disability insurance, and a pension plan through the Public Employee Retirement System of Idaho (PERSI), with an 12.28% (for public safety) employer contribution. PERSI members are fully vested after 5 years of employment, and receive a lifetime monthly payment upon retirement, which can

APPLICATION INSTRUCTIONS:

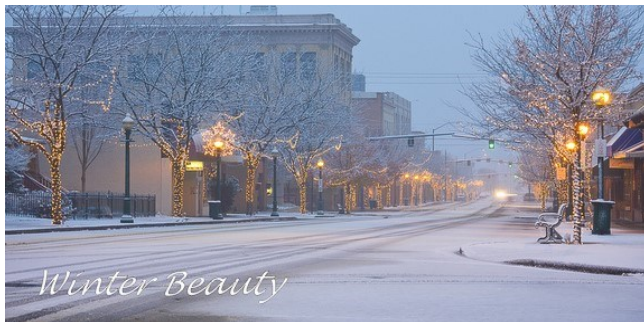
Apply online at :

<https://www.kcgov.us/356/Employment-Opportunities>

For more information, contact Marcia Heglie at (208) 446-1306 or mheglie@kcgov.us.

ABOUT KOOTENAI COUNTY:

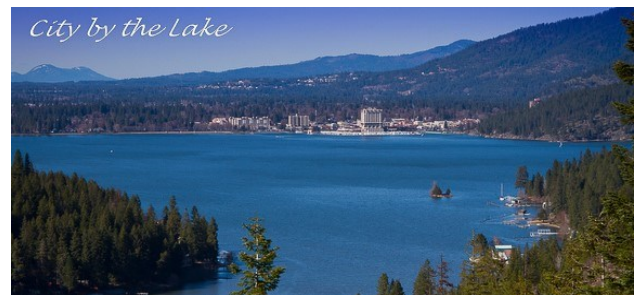
Located in the Panhandle Region of North Idaho, Kootenai County is surrounded by scenic mountains and more than twenty pristine lakes—an outdoor enthusiast's dream. The largest city and county seat is located in beautiful Coeur d'Alene and is on the shores of Lake Coeur d'Alene. The county is 1,310 square miles, including 70 square miles of water, 245,000 acres of national forest, and 33,000 acres of state timberland. Kootenai County is a destination location for regional, national, and international travelers; hence, the seasonal population increase is well beyond the local population of 175,000.



Kootenai County offers families a wide range of activities, indoor and outdoor. Some are designed to stimulate the urban escapist seeking extreme adventure; other activities bring family members together for a time filled with fun and relaxation. A variety of festivals and fairs bridge the spectrum from fun to elegant. Monthly events such as Art Walk feature seven galleries in a seven block area. Downtown

Downtown Coeur d'Alene features over 100 merchants in a 6 block area. Owner-operators offer unique, eclectic treasures - truly a shoppers dream. Dining and shopping opportunities abound, both in Kootenai County and across the nearby state line in the Spokane, Washington metropolitan area. Live entertainment is available at many local venues. Only 30 minutes from Spokane International Airport, served by many non-stop daily flights, Kootenai County is a destination that is easy to get to but hard to leave.

There are 39 miles of pedestrian and bicycle paths, including Tubbs Hill in the heart of downtown Coeur d'Alene. Diverse outdoor activities such as skydiving, camping, horseback riding, biking, hiking, fishing, hunting, golfing, snowmobiling are on tap. Visit Farragut State park and the Cataldo Mission, Idaho's oldest building.



There are 34 parks with playgrounds, water pads, Frisbee golf, sledding basketball, soccer, baseball, and BMX bike courses. There are 28 free Concert in the Park events each summer and two Farmers Market locations. Other family activities include theater, the Museum of North Idaho, the Salvation Army Kroc Center, and Triple Play Family Fun. A season ticket to Silverwood Theme Park and Boulder Beach Water Park is a must with the kids. There are several colleges represented in Coeur d'Alene - North Idaho College, Lewis and Clark College, and the University of Idaho to name a few.