

Personnel Committee Meeting
Tuesday, January 7, 2025 5:00 PM
Crete City Hall
243 E 13th Street
Crete, NE 68333

1. Open Meeting

- In accordance with Nebraska law, a copy of the Open Meetings Act can be found in the back of the Council Chambers.
- Items listed on the agenda may be considered in any order.

2. Roll Call

- Attendance of members will be recorded to determine the presence of a quorum for official actions.

3. Items of Business

- The Committee may discuss or limit discussion on, hear testimony in favor of or in opposition to, or take action to provide a recommendation to the City Council on any matter presented under this title.

3.A. Discussion on Police Lieutenant Position

4. Officers' Reports

- Reports may be given by the Mayor, Officers, Departments, or Councilmembers concerning the current operations of the City.
- No action can be taken on matters presented under this title except to answer any questions or to refer the matter for further action.

5. Adjournment

Disclaimers & Notices

- The Council may enter into closed session to discuss any matter on this agenda when it is determined that a closed session is clearly necessary for the protection of the public interest or the prevention of needless injury to the reputation of an individual (if such individual has not requested a public meeting) or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, then immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.
- The City of Crete assures that no person shall on the grounds of race, color, national origin, age, disability, handicap or sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity of the City receiving Federal financial assistance. To report discrimination, contact the City Clerk's office.
- The complete agenda with attachments is available at www.crete.ne.gov.



**CITY OF CRETE
POLICE LIEUTENANT**

Job Status: Full Time
Reports to: Police Captain
Supervisory Responsibilities: School Resource Officers; Succession of Command

I. GENERAL FUNCTIONS

Plan and administer the activities and operations of the Police Department including crime prevention, investigation and other law enforcement activities; coordinate assigned activities with other City departments and outside agencies; and provide policy, technical and administrative support to the Police Chief. Develop training programs for the Police personnel, and to provide liaison between Police department and other agencies/departments.

II. ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Responsible for the administration and delivery of law enforcement and order maintenance activities, operations and services; manage and implement School Resource Officer plans and activities; manage and oversee School Resource Officers; assist in preparing and implementing related policies and procedures in accordance with applicable laws; and be accountable to the Police Captain.
2. Manage and supervise police operations including the development of School Resource Officer work schedules, assigning work, managing departmental training, supervising training; assist with managing work assignments, assisting management of employee payroll, resolving conflicts, solving problems, and appraising performances of School Resource Officers.
3. Apply for, manage and oversee financial and equipment grant applications and awards; accurately develop and maintain all required records and reports.
4. Effectively supervise and participate in patrol functions (direct & control traffic, enforce laws, write citations, make arrests, transport prisoners, quickly and safely respond to reported crimes/accidents/emergencies; investigate crimes/accidents; complete reports; maintain records; monitor and use communications equipment; safely operate a motor vehicle; use MDT/emergency lighting/sirens; adhere to accepted procedures, etc.)
5. Coordinate operations with other City departments, local, state and federal agencies.
6. Identify problems; plan, direct and coordinate action with and through subordinate supervisors to resolve problems.
7. Assist the Police Captain with monitoring of police budget; recommend budgetary adjustments as necessary.
8. Assist Chief of Police with the development and implementation of Police Department goals, objectives, policies, and priorities for each assigned service area; establish, within City policy, appropriate service and staffing levels; allocate resources accordingly.
9. Manage training for the Police Department; train and evaluate School Resource Officers; provide or coordinate staff training; manage all training operations, records and materials for the Department, report required annual training data to the State of Nebraska.

10. Work with employees to correct deficiencies through coaching and counseling. Forward serious complaints to Chief of Police for action.
11. Assist the school district with emergency management planning and response; participate as a member of the Crete Public School District Threat Assessment Team.
12. Respond to citizen inquiries and resolve difficult and sensitive complaints.
13. Participate on a variety of boards and committees; attend and participate in professional group meetings; stay abreast of new trends and innovations in the law enforcement field.
14. Display a willingness to assume and visibly demonstrate mentoring and coaching, role modeling and leadership to staff members to include recognizing and developing talent.
15. Display honest, trustworthy and ethical character and behaviors.
16. Display responsiveness and reliability by punctuality and regular attendance at required meetings.
17. Establish and maintain cooperative working relationships with those contacted in the course of work including a variety of City and other government officials, community groups, and the general public.
18. Explains, applies and enforces City and Department policies and collective bargaining agreement provisions.
19. Assist the Chief of Police in providing liaison with outside state agencies.

III. OTHER NON-ESSENTIAL DUTIES - As assigned.

IV. REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

1. Thorough knowledge of, skill within and ability to apply and relate laws and City and Department goals, objectives, values, policies and procedures as well as modern law enforcement regulations, principles, practices, equipment, weapons and procedures.
2. Ability to work with, guide, mentor, train and supervise people of all ages and backgrounds.
3. Ability to communicate effectively, orally and in writing, in diverse situations.
4. Ability to effectively operate telecommunications equipment and follow regulated procedures.
5. Ability to develop and maintain legal and accurate reports and records.
6. Ability to effectively manage and supervise law enforcement operations and personnel.
7. Ability to effectively operate computers and demonstrate proficiency in applicable computer software.
8. Ability to conduct analyses and make decisions.
9. Ability to work outdoors in all types of weather conditions.
10. Ability to adapt to rapidly changing situations and conditions.
11. Knowledge of and ability to apply practices to safely work with and handle body fluids.

12. Ability to effectively and efficiently use available fiscal resources.
13. Ability to assume field patrol duties as needed when situations may arise due to staffing issues or other events that may occur.
13. Ability to concentrate on all responsibilities and duties when performing in environments and situations creating multiple potential distractions and/or physical dangers.
14. Ability to project professional and personal integrity and develop and maintain positive community relations.
15. Knowledge of grant development and administration, including application, funding or equipment allocation, and grant reporting requirements.
16. Thorough knowledge of the types and uses of communication, electronic devices, firearms, equipment and vehicles used in modern police work.

V. DESIRED TRAINING & EXPERIENCE

Any combination of work experience and training that allows the duties and responsibilities of this position to be achieved. Certified by the State of Nebraska to act as a peace officer according to law.

Preference will be given to job applicants documenting successful experience in like or similar positions and who are certified by the State of Nebraska through Basic, Supervision and Management training.

VI. MINIMUM QUALIFICATIONS

1. Possess a valid Nebraska driver's license.
2. Ten (10) years of experience in law enforcement, with a minimum of five (5) years of Supervisory experience, or any relevant combination of education and experience.
3. Must be a certified law enforcement officer with the State of Nebraska.
4. If not Management certified, must complete the NLETC Management course (as offered) within one (1) year of hiring.
5. Must be able to legally work in the United States.
6. Must meet all other requirements identified in the Crete Civil Service Rules and Regulations.
7. Shall be of good moral character as determined by a thorough background investigation including a fingerprint search conducted of local, state and national fingerprint files and have not been convicted of a felony or a crime involving moral turpitude.
8. External finalist must be able to pass a physical examination, drug screen, and a criminal background check including completion of a polygraph examination.

VII. NECESSARY SPECIAL REQUIREMENTS

1. Must maintain a functioning telephone.
2. Evening and weekend hours required.

3. Extensive travel may also be required.

4. Must reside within 20 minutes of Crete Police Station; travel time to take into account all reasonably expected conditions.

VIII. WORKING CONDITIONS & PHYSICAL EFFORT

This role occasionally exposes the employee to wet and/or humid conditions; moving mechanical parts; high, precarious places; fumes or airborne particles; toxic or caustic chemicals; and outside weather conditions. This role requires the employee to stand and sit for long periods of time; use hands to handle, or feel; speak and hear to communicate in person and on the telephone. Specific vision abilities of this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. This role also requires occasional lifting and/or moving of objects weighing up to 100 pounds, moving from place to place within an office; occasionally stand, walk, reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; reach for items above and below desk level; operate detention and/or law enforcement emergency vehicles; operate firearms and related use of force and restraint equipment (i.e., electronic stun devices, handcuffs, baton, and chemical spray); operate electronic security devices, control systems, keyboards, and monitors.

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

IX. OTHER

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Employee Acknowledgement of Job Description

This job description supersedes all previous job descriptions written for this position. I understand that this is a description of my current job duties and responsibilities. I understand that neither this nor the City's Personnel Manual is a contract for employment. By signing below, I acknowledge that I have read and understand the essential functions for the Police Lieutenant position and can perform the essential functions with or without accommodation.

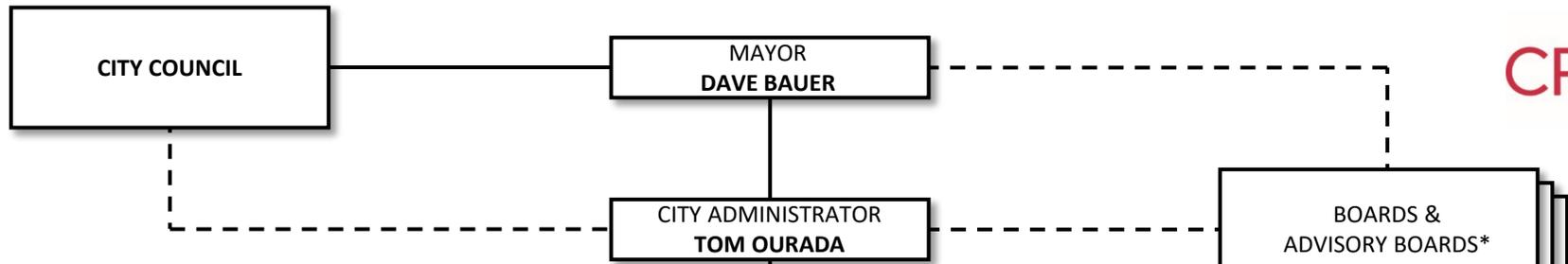
Employee Signature

Date

Supervisor Signature

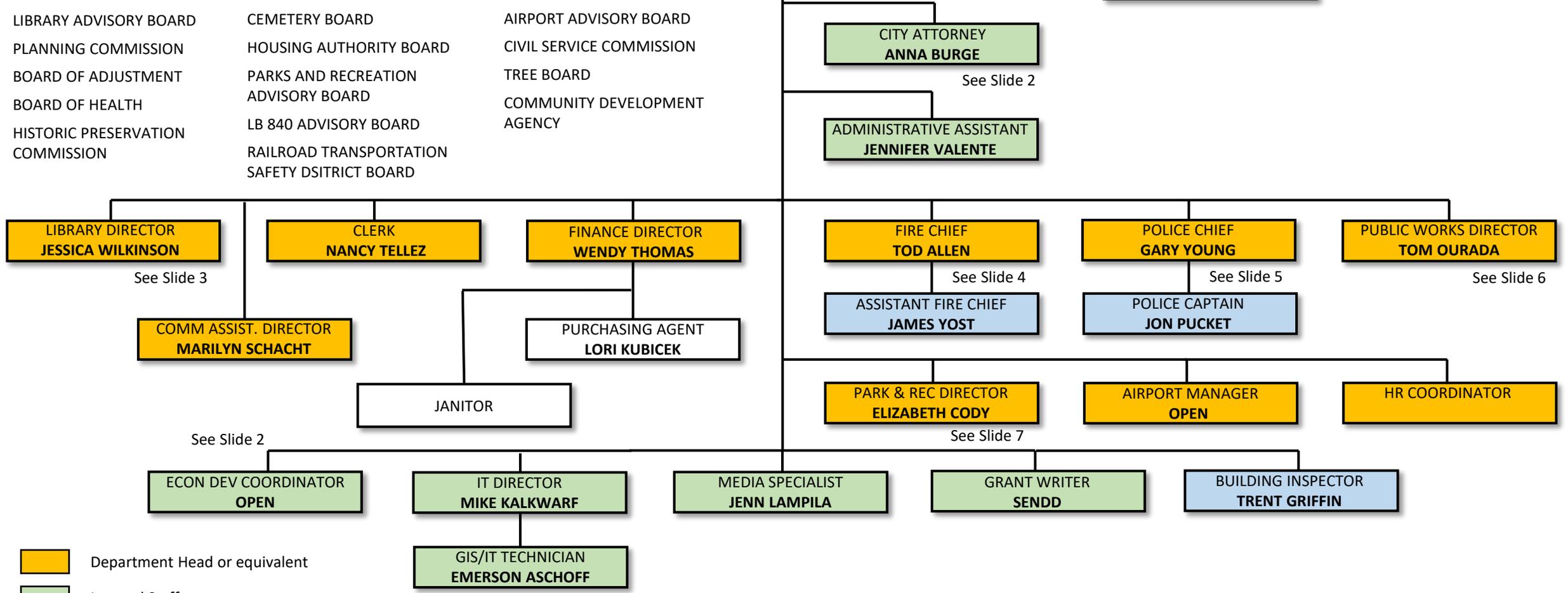
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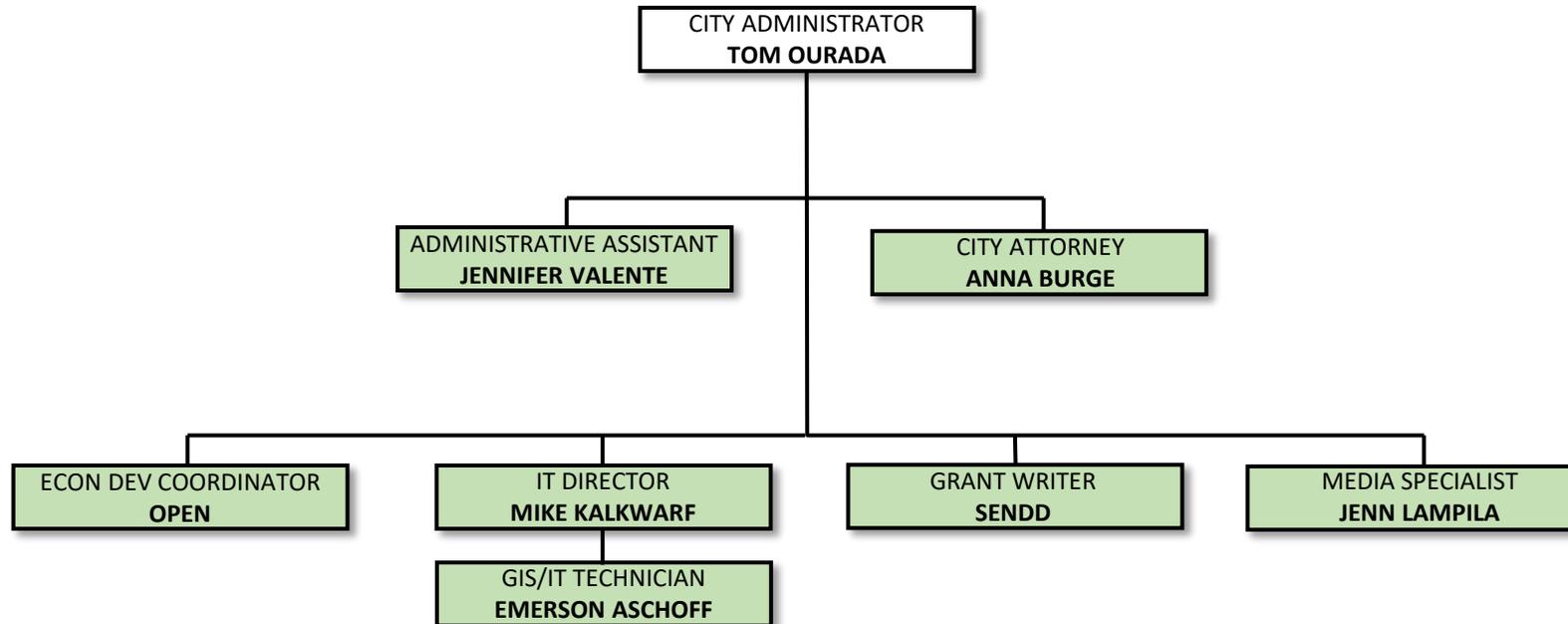
BOARDS & ADVISORY BOARDS

- LIBRARY ADVISORY BOARD
- PLANNING COMMISSION
- BOARD OF ADJUSTMENT
- BOARD OF HEALTH
- HISTORIC PRESERVATION COMMISSION
- CEMETERY BOARD
- HOUSING AUTHORITY BOARD
- PARKS AND RECREATION ADVISORY BOARD
- LB 840 ADVISORY BOARD
- RAILROAD TRANSPORTATION SAFETY DSITRICT BOARD
- AIRPORT ADVISORY BOARD
- CIVIL SERVICE COMMISSION
- TREE BOARD
- COMMUNITY DEVELOPMENT AGENCY

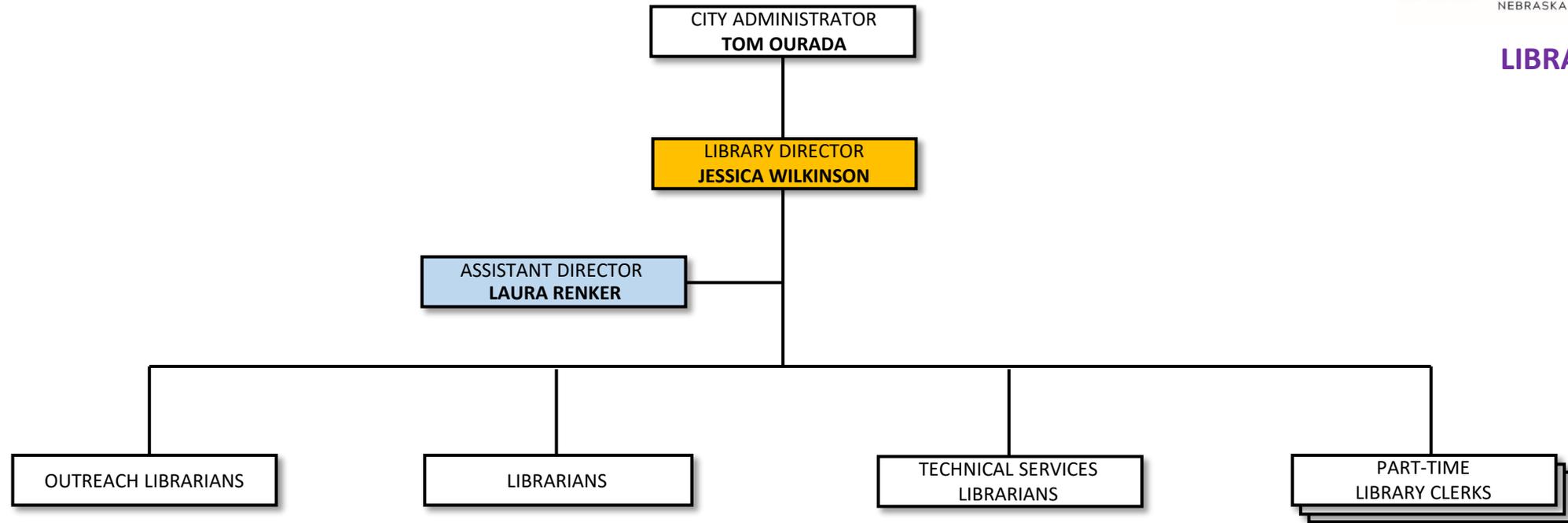


- Department Head or equivalent
- Internal Staff
- Manager or equivalent

INTERNAL STAFF

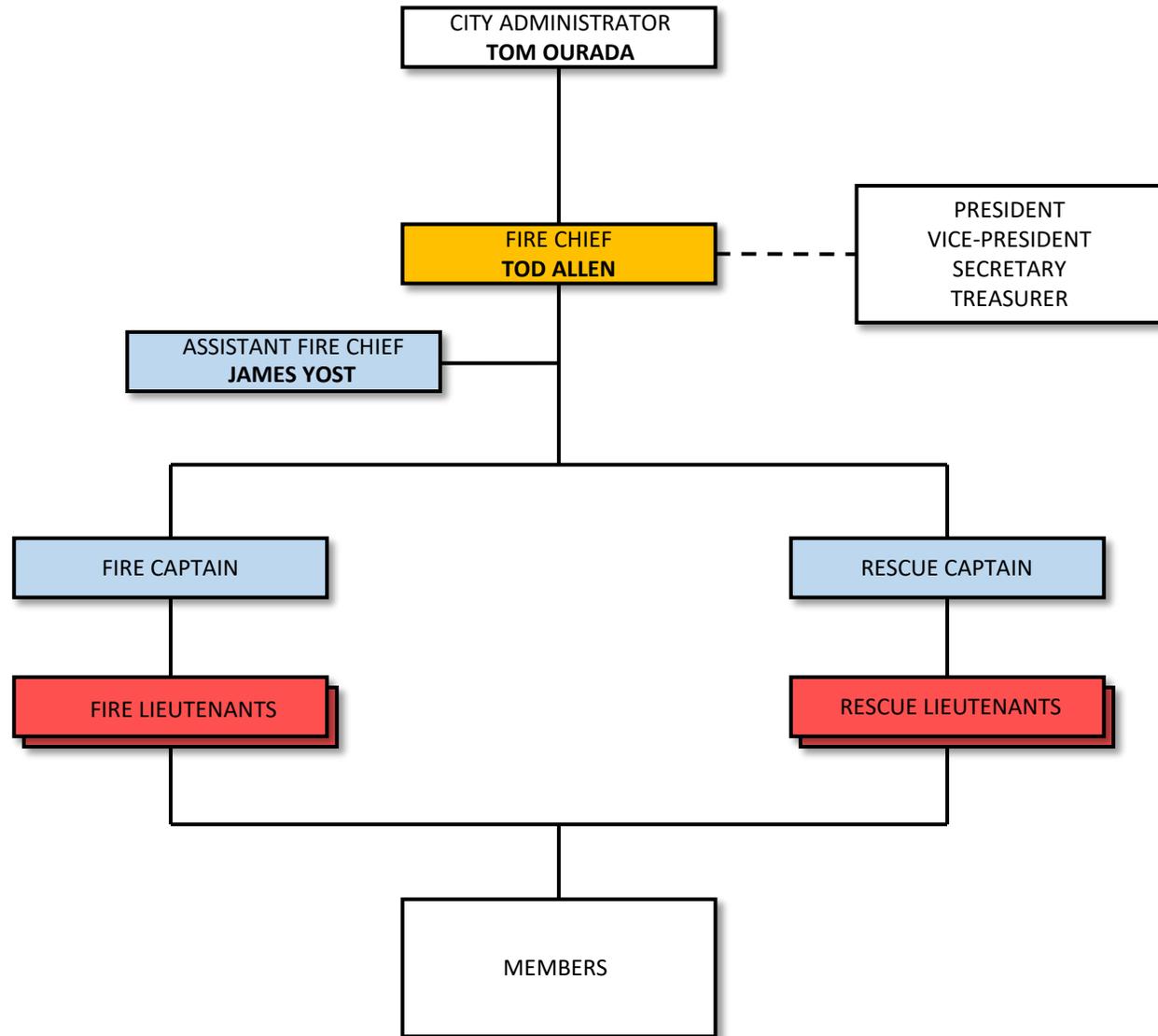


 Internal Staff

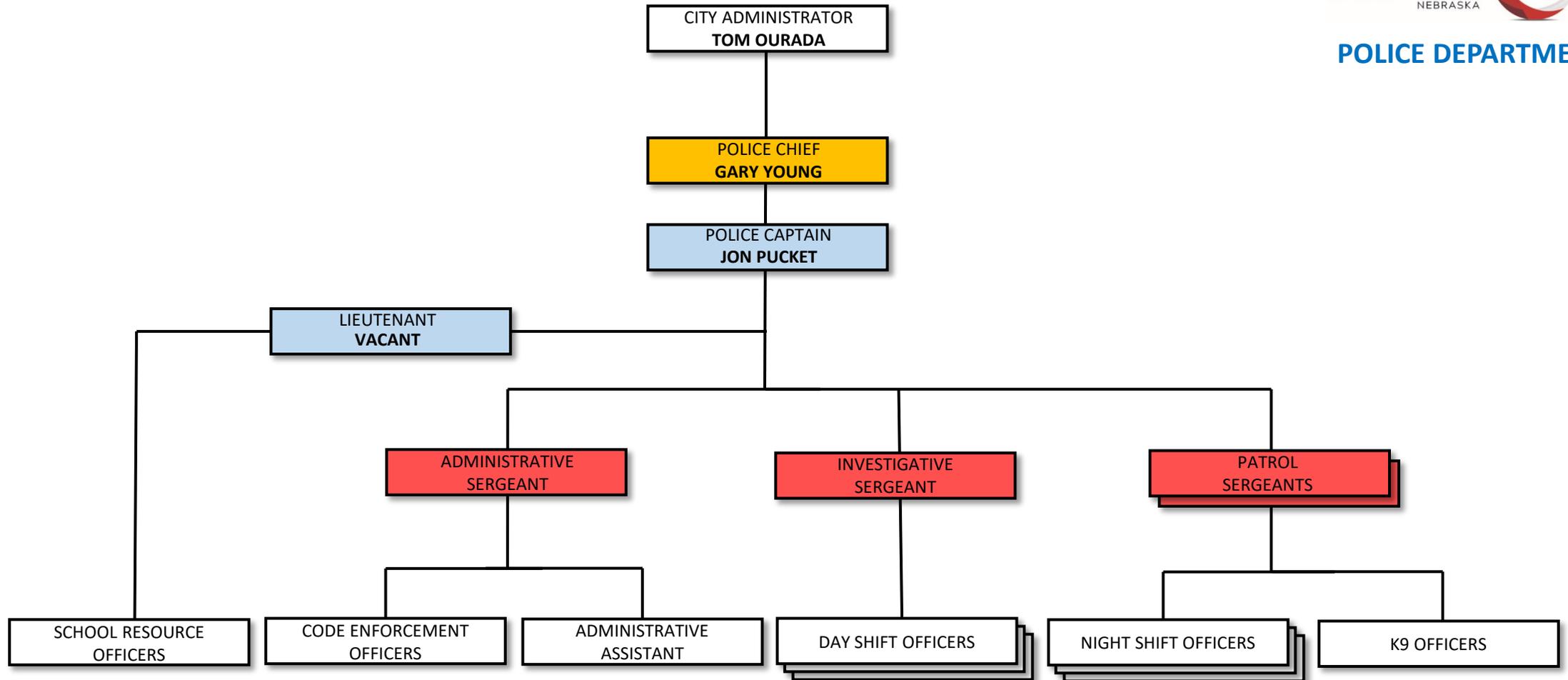


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-  Manager or equivalent

**VOLUNTEER FIRE & RESCUE
DEPARTMENT**

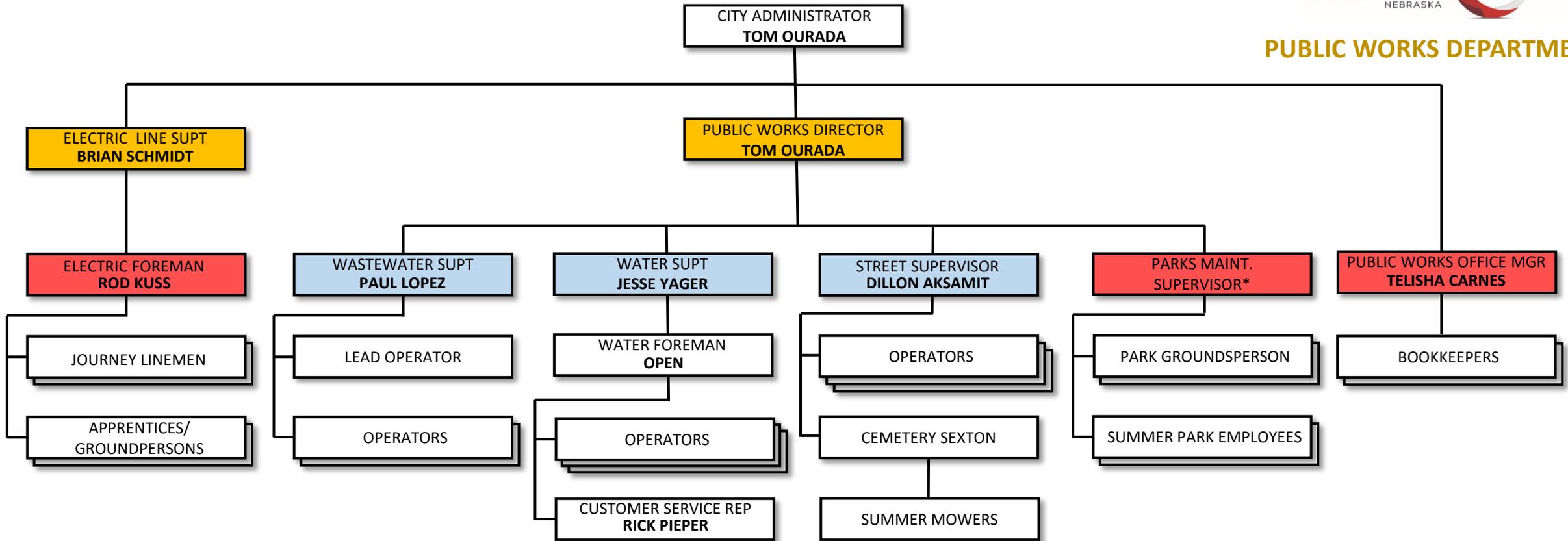


-  Department Head or equivalent
-  Manager or equivalent
-  Supervisor or equivalent

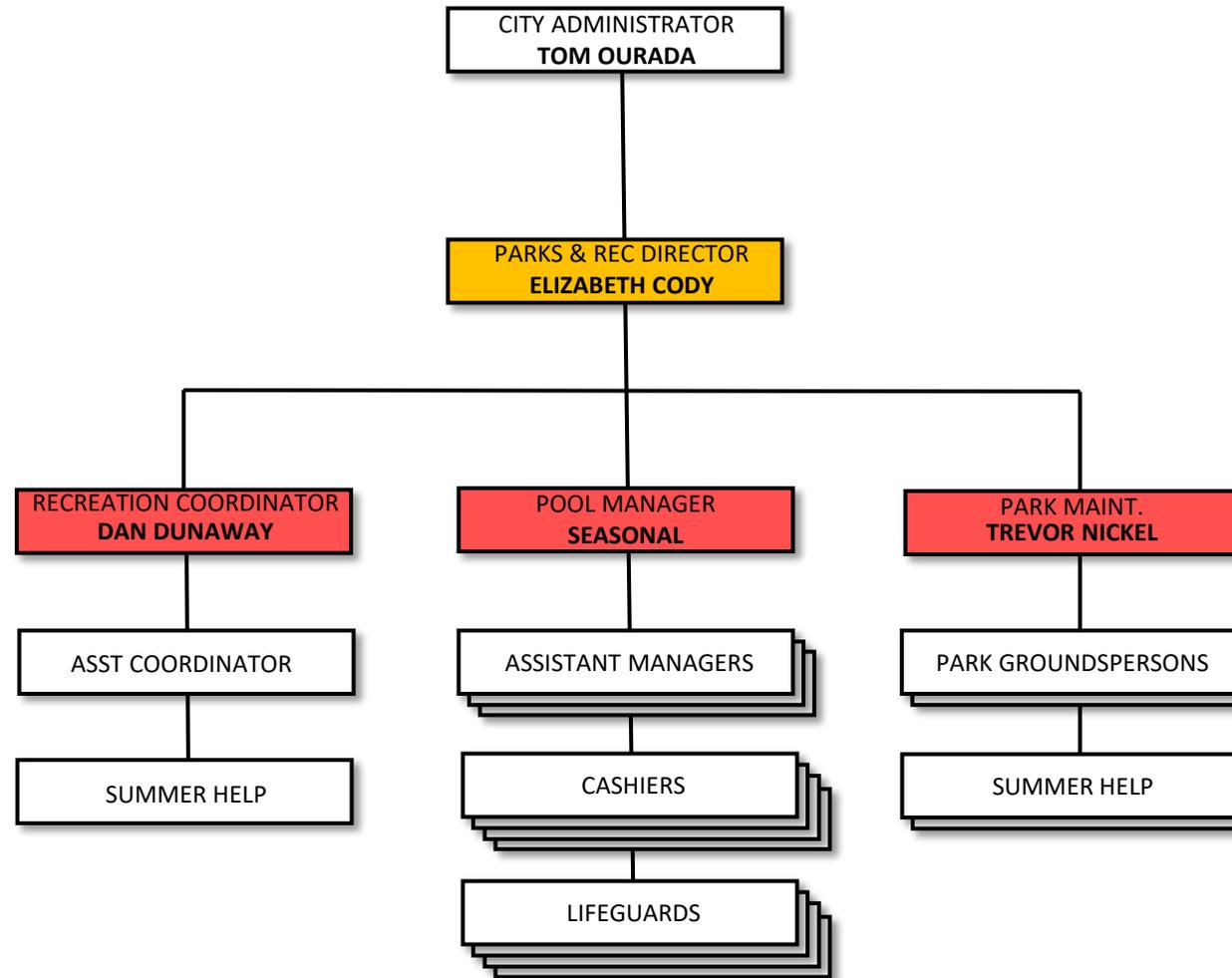


-  Department Head or equivalent
-  Manager or equivalent
-  Supervisor or equivalent

PUBLIC WORKS DEPARTMENT



- Department Head or equivalent
- Manager or equivalent
- Supervisor or equivalent



-  Department Head or equivalent
-  Manager or equivalent
-  Supervisor or equivalent