



TRUTH OR CONSEQUENCES NEW MEXICO

505 Sims St, Truth or Consequences, NM 87901
Human Resources | 575-740-7554 | www.torcnm.org

Job Description Position

Position Title: Police Sergeant
Department: Police Department
Reports To: Lieutenant /Chief

Pay Grade: NE9
FLSA Status: Non-exempt
Updated: 07/30/2026

General Purpose

Supervises sworn police officers and coordinates daily patrol and operational activities. Ensures enforcement of laws, departmental policies, and professional standards while providing leadership and guidance to assigned personnel.

Supervision Received / Given

Works under the supervision of a Lieutenant and/or Chief. Directly supervises Police Officers and assigned staff.

Duties and Responsibilities:

- Perform a full range of law enforcement duties, including crime prevention, enforcement, and public safety services.
- Respond to emergency and non-emergency calls involving crimes, disturbances, accidents, and other incidents.
- Patrol assigned areas by foot or vehicle to deter crime, enforce laws, and protect life and property.
- Conduct criminal investigations, interview victims and witnesses, collect evidence, and make arrests.
- Prepare accurate and thorough incident reports, arrest reports, criminal complaints, and related documentation.
- Testify in court and provide factual testimony regarding investigations and enforcement actions.
- Enforce traffic laws and conduct traffic stops, crash investigations, and DUI enforcement.
- Operate law enforcement equipment, including radar units, breathalyzers, body cameras, and related technology.
- Conduct security checks of residential, commercial, and public properties.
- Ensure compliance with federal, state, county, and local laws, ordinances, and departmental policies.
- Supervise daily patrol operations and make decisions during emergency, investigative, and crisis situations.



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- Resolve citizen complaints and address operational issues in a professional manner.
- Train, mentor, and supervise subordinate officers in patrol, investigations, code enforcement, and animal control responsibilities.
- Assign and oversee criminal investigations while ensuring proper case management and follow-up.
- Collect, preserve, and review evidence while assisting in the training and development of personnel.
- Supervise felony investigations, complex misdemeanor cases, and major crime scenes involving patrol and investigative personnel.
- Collaborate with command staff to evaluate policies, procedures, crime trends, and operational effectiveness.
- Promote officer morale, professionalism, accountability, and overall employee welfare.
- Maintain effective working relationships with city departments and partner law enforcement agencies.
- Review reports, officer documentation, body-worn camera footage, and in-car video recordings for accuracy, completeness, and compliance.
- Perform other related supervisory and law enforcement duties as assigned.

Education and Experience:

- High School Diploma or GED.
- Must possess valid New Mexico Law Enforcement Certification for at least two years with demonstrated supervisory experience.

Knowledge, Skills, and Abilities:

- Knowledge of law enforcement supervision and operations.
- Skill in leadership, decision-making, and personnel management.
- Skill in report review and problem resolution.
- Ability to manage emergencies and critical incidents.
- Ability to communicate effectively and maintain professionalism.

Required Licenses and Certifications

- Valid New Mexico Driver's License.
- New Mexico Law Enforcement Certification.
- First Line Supervisor Course accredited by the New Mexico Department of Public Safety or must be able to successfully complete said course within 6 months of hire.
- Must pass background investigation, and drug screening.



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Equipment, Tools, Materials:

- Police vehicles, firearms, radios, body cameras, protective equipment, computers, and standard law enforcement tools.

Work Environment:

- Field and office environments; exposure to high-risk situations and irregular hours.

Physical Functions:

- Running, walking, standing, bending, climbing, and restraining individuals.
- Lifting and carrying up to 100 pounds.
- Ability to respond physically to emergencies and critical incidents.

Selection Guidelines:

Selection will be based on a formal application, rating of education and experience, oral interview(s), reference and background checks, and job-related testing where applicable. The successful candidate may need to pass a pre-employment physical examination, drug screening, psychological evaluation, or skills assessment as required for the position. Final selection will be made by the City in accordance with established policies and procedures.

Equal Opportunity Statement:

The City of Truth or Consequences is an Equal Opportunity Employer. We are committed to providing fair and equal employment opportunities to all qualified individuals regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, veteran status, or any other protected status under applicable federal, state, or local laws. We value diversity and encourage all qualified individuals to apply.

Employees Name (Print)

Employee Signature

Date



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I understand that this is a uniformed full-time position in compliance with the Fair Labor Standards Act (FLSA).