

EMPLOYMENT OPPORTUNITY
CITY OF CHEHALIS



Deputy Police Chief

\$90,180 to \$109,608

Plus Excellent Benefits

Apply by

August 27, 2021

(First review, position open until filled)

Equal Opportunity Employer

Be Part of Our Community

This is an exciting opportunity to become part of a strong, confident group of police professionals who take pride in their abilities and are dedicated to quality service to the community. The City of Chehalis is looking for an involved and hands-on Deputy Police Chief who will support the existing commitment to quality and service while bringing new ideas and direction to the Police Department.

The Region



Located along Western Washington's I-5 corridor, Chehalis is midway between Seattle and Portland. The area offers unparalleled scenic locations and outdoor

opportunities including nearby Mt. St. Helens, Mt. Rainier and the beautiful Pacific Ocean. With just a short drive you can ski and snowmobile at White Pass, water ski on 23-mile long Riffe Lake, fish for record-size salmon and steelhead on the Cowlitz River or play a round of golf on one of several area courses.

Chehalis – Where Heart and History Shape Our Future

Chehalis is a close-knit community where historic charm; character and a rich heritage are preserved and cherished. Brimming with interesting and unique businesses and attractions, it boasts three districts on the National Register of Historic Places. Residents have quick and easy access to many cultural activities, fairs, concerts and a wide assortment of annual events. From its start as a pioneer logging, milling and agricultural community to today's mix of residential, retail, light industrial and manufacturing, Chehalis is a community where neighbors know they can rely on one another for help and support.

Housing in the Chehalis area is very affordable with options ranging from new construction to renovated historic homes. Acreage is readily available in the immediate area with scenic timber and farmlands giving way to spectacular views of snowcapped mountains.

Parks and Recreation

The city has over 300 acres of parks with an exceptionally popular recreation program. In August 2014, the Gail and Carolyn Shaw Aquatics Center opened to thousands of eager attendees thanks to the incredible financial support and dedication of area civic groups, individuals and businesses.



The City has since partnered with the Chehalis Foundation to bring the remainder of park features at Recreation Park up to the standard of the Aquatics Center. This includes a new accessible playground area along with four synthetic turf athletic fields.

The Schools

The Chehalis School District serves 2,600 students with comprehensive and challenging academic and extra-curricular



programs. The district has a national reputation for excellence, consistently providing students with

a solid foundation for advanced education and trades. Centralia College is nearby, offering over 50 academic and transfer programs, including newly accredited Bachelor of Applied Science programs.

The Chehalis Police Department

An obvious sense of professionalism and ownership are the hallmarks of the Chehalis Police Department. Recognized as a regional leader and having received consecutive State Accreditations over the past 15 years, the Chehalis Police Department has been serving its citizens since the early 1900's, instilling pride, respect and confidence.

The Chehalis Police Department has always fostered a strong cooperative working relationship with other local agencies. We are currently partnered with the Centralia Police Department and DEA to staff a narcotics investigation task force and regularly work directly with other organizations on a variety of projects. It is also common for the local law enforcement agencies to assist each other on calls for service when serious incidents or high call volume require it.



The Department is comprised of three divisions: Patrol, Detectives, and Records. The Patrol Division is staffed by ten officers supervised by three sergeants. The Detective Division is supervised by a Detective Sergeant who is responsible for a Detective, Anti-Crime Detective, Community Service Officer, and a Parking Enforcement Officer. The Records Division consists of three Records Technicians, one of whom is also responsible for the evidence room.

Chehalis Police Statistics

Coverage Area: Approx. 5.8 square miles
Population: Approx. 7,535 full time residents, est. 30,000 daytime workers/visitors

2020 Budget: Approx. \$3.2 Million

2020 Call Volume 7093 Calls for Service
652 Arrests

The Position

Appointed and supervised by the Police Chief, the Deputy Police Chief is also a key member of the City's Leadership Team and is responsible for the management and oversight of patrol, detectives, and records divisions of the Police Department.

The Deputy Police Chief is responsible for the direct supervision of three patrol sergeants, one detective sergeant, and a civilian records staff of three. They would also assist in the development of policies and procedures to implement directives from the City Council, City Manager, Police Chief, and from new legislation.

The Ideal Candidate

The ideal candidate must demonstrate a commitment to both the operational and administrative duties of the position and show leadership that will instill trust and confidence in department staff, the City Manager, city leaders and the community at large. This individual will have been a police professional in a comparably sized organization. Experience with organizational change, policy implementation, consistent and fair supervision and staying current on changes in policing trends and laws are critical.



The candidate will have a proven track record of delivering results, customer service, building accountability for staff and creating a positive working environment.

The new Deputy Police Chief must have excellent interpersonal skills and will be someone who has experience with Washington labor law and working with unions. Candidates should have a reputation for successful follow-through, excellent communication and consistent implementation of programs and policies.

The successful candidate will lead by example; emphasizing the value and importance of ongoing training and



demonstrating a strong sense of vision, backed by specific goals and objectives. He or she will have outstanding verbal and written communication skills, will value community

involvement and be experienced in presenting information to citizens and elected officials. The new Deputy Police Chief must be skilled in making complex and tough decisions in a timely manner and often under stressful conditions.

Education and Experience

Candidates must have extensive knowledge of police services along with strong skills and understanding of leadership, management and supervisory principles.

Preferred qualifications include a bachelor's degree in police science, law enforcement, criminal justice or public administration, or a closely related field and 7 years of police experience with at least two years of supervisory experience.

Any combination of education and experience may be substituted if it provides the desired skills, knowledge and abilities to perform the essential functions of the job.

Competitive candidates will also have an ongoing record of training and professional development and will demonstrate a commitment to a strong departmental training program.

Compensation and Benefits

- Annual salary range \$90,180 to \$109,608
- Washington State LEOFF Retirement
- Employee, Spouse and Dependent Medical, Dental and Vision coverage (some employee cost sharing of medical premiums, depending upon plan choice)
- Employer paid Employee, Spouse and Dependent Life Insurance
- 10 annual Paid Holidays, 1 annual Floating Holiday, Vacation & Sick Leave
- Voluntary Deferred Compensation Plan

Applying for the Position

Applicants should submit their resume and cover letter to:

**Attn: Glenn Schaffer, HR/Risk Manager
City of Chehalis
350 N Market Blvd. Rm. 101
Chehalis, WA 98532**

For more information, contact: Glenn Schaffer, Human Resources/Risk Manager at (360) 345-3225 or gschaffer@ci.chehalis.wa.us.

A detailed job description can be found at: www.ci.chehalis.wa.us/jobs