



Police Chief

Recruitment Opens February 12, 2018

Facts

167 employees	The Police Department currently has 52 employees.
8 Departments	Police, Fire, Public Works, Community Development, Human Resources, Parks, and Legal
\$6,058,429	Department Budget
16,700	Residents

Compensation & Benefits

\$100,164 – \$121,776 per year
Benefits package includes: medical, dental, and vision benefits; life insurance; State of Washington LEOFF system; 457 deferred compensation plan; 12 paid holidays; PTO and Medical Leave Bank.

The Opportunity

The City of Aberdeen offers an outstanding career opportunity for a talented, committed, and engaging leader to become the next Police Chief for the City of Aberdeen Police Department.

A retirement has created the need to recruit a new Police Chief. This is an exciting opportunity for a proven, innovative and forward-thinking individual with the leadership, communication, and interpersonal skills to manage all aspects of the operations of a busy Police Department.

The Aberdeen Police Department is a service-oriented Agency whose mission is “We are dedicated to the pursuit of excellence in providing professional and caring law enforcement services.” The Department has 52 employees, consisting of sworn law enforcement officers, professional support staff, animal control, and corrections officers. The Department sponsors Aberdeen Explorer Post #13.

The Community

Grays Harbor County is located on the southwest corner of the Olympic Peninsula along the Pacific Ocean. **While free from the congestion of larger cities, you are still** only a short drive away from Olympia, Tacoma, Seattle and Portland, Oregon. The stunning beauty of the Olympic Peninsula affects people in ways unlike any other place on earth. People who live here are within comfortable range of the Olympics, Pacific beaches, awe inspiring rain forests, and pristine waterways. Within Grays Harbor you can stick your toe in the Pacific Ocean one hour, and the next hour, be in the lush Quinault Rain Forest, one of only two temperate rain forests in the Northern Hemisphere.

Communities in the county each have their own unique appeal. Major city centers include Aberdeen, Hoquiam, Montesano, Elma and Cosmopolis. Coastal destinations include Ocean Shores, Seabrook and Westport. There’s also the quaint North Beaches, the spectacular Lake Quinault area; and several East County towns for those seeking a more rural lifestyle.

Home to multiple bodies of water; harbors, lakes, streams, channels, canals, rivers, outdoor opportunities abound. And of course, you can’t forget our ocean with over 50 miles of pristine beaches to walk or comb. Camp, kayak, walk, hike, you name it, Grays Harbor is an amazing place to live.



The Position

This exempt position has full responsibility for planning, organizing, and directing all of Aberdeen's Police Department (APD) activities. The Chief attends City Council meetings, and serves as a resource to the Mayor, Council, and Public Safety Committee.

The Police Chief works with considerable independence under the general direction of the Mayor and City Council. The Police Chief is responsible for the vision, plan, and community partnerships.

The position supervises professional and technical personnel and must have a proven track record of strong



leadership, communication, and interpersonal skills necessary to promote APD's mission, vision and values.

Key responsibilities:

- Directs and manages the delivery of police services.
- Provides advice to the Mayor, City Council, and Public Safety Committee.
- Monitors and recommends changes to City ordinances relating to law enforcement changes in legislation.
- Provides advice and proposals concerning emergency management.
- Establishes and implements policies, procedures, and standards for operation and maintenance of the Police Department.
- Monitor all fiscal operations. Prepare the department's annual budget.
- Direct the selection, supervision, and evaluation of staff.
- Evaluate, initiate, and implement disciplinary actions as warranted.
- Direct the resolution or problems or emergencies affecting availability or quality of service.

- Respond to public inquiries or service complaints.
- Perform the duties of Police Officer in crises or emergency situation.
- Represent the City on interagency boards and committees related to law enforcement.
- Develop and maintain computerized networks, communication systems, and records.



The Ideal Candidate

The ideal candidate will be an experienced. The successful candidate will be a highly organized and decisive leader with excellent interpersonal and communication skills, judgement, and integrity along with an inclusive, friendly, and open management style.

The successful candidate must be able to provide executive leadership that will demonstrate trust, inspire, motivate and empower staff to achieve established goals.

The new Chief will

- Demonstrate a strong government management background with the presence, capacity and prior experience to develop a broad

organizational vision while setting goals and moving the organization forward,

- Be results driven with demonstrated experience recommending creative partnerships and organizational improvement strategies,
- Understand governmental finance and budgeting,
- Possess a natural willingness to embrace a spirit of excellence and exceptional customer service,
- Demonstrate flexibility while holding him or herself and the agency accountable,
- Be an experienced and proven leader developing successful teams,
- Have the confidence to voice his or

- her opinions candidly, and to facilitate others to do the same, on all issues, developing creative solutions and searching for ways to resolve issues with a "win-win" outcome, and
- Be approachable, friendly, and be a natural consensus builder.

How to Apply

Interested applicants must complete a City of Aberdeen application packet.

Submit application documents to:

Mail: Human Resources
City of Aberdeen
200 E. Market St.
Aberdeen, WA 98520

FAX: (360)537-3207

Email: skangas-
hanes@aberdeenwa.gov

Questions can be referred to Sarah Kangas-Hanes at the City of Aberdeen at 360-537-3207.

The City of Aberdeen is an equal opportunity employer.

Opportunities and Challenges

The next Police Chief will be presented with a number of known challenges and opportunities.

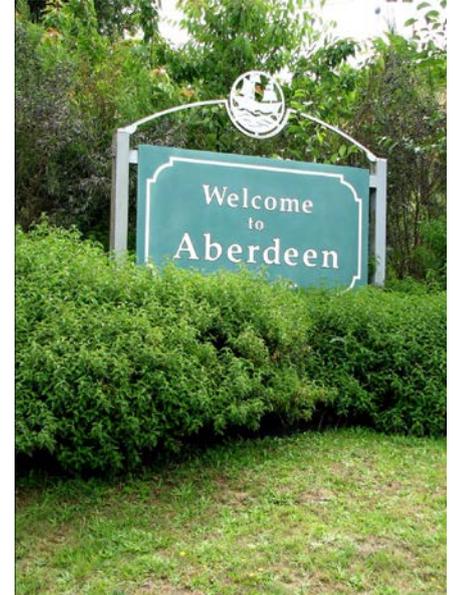
Key among these challenges and opportunities will be a number of anticipated retirements. The Chief position became vacant due to retirement and the Deputy Chief has a pending retirement.

Like many police agencies the Aberdeen Police Department is facing challenges in the retention of sworn staff. The new Police Chief will motivate employees to excel in their roles by creating a positive working environment and a culture that collaborates and supports employees as respected members of the agency.

The industry continues to change, driven by complex technology, demands for increasing levels of service, and limited resources. The new Chief will be instrumental in developing the strategic plan of the department. A successful Police Chief will engage with City Council on developing initiatives and strategies for the future.

APD serves a variety of agencies. Collaboration includes meeting and relating to members and customers “on their turf,” understanding their operations and needs, assisting them in communicating their issues to City

Council, to obtain feedback on APD’s performance and to maintain transparency with and work directly with their staff as necessary to ensure a strong partnership.



The current Police facility was built in 1988 the current building houses the Police Department and an 18 bed municipal jail. While the building has been maintained the aging infrastructure will need to be addressed and planned for. The City is developing a Capital Infrastructure Plan which will address the current facility in 2018.

Qualifications

A strong emphasis will be placed on experience, abilities and personal attributes.

A minimum of five years of administrative experience in municipal, state, or federal law enforcement agency at the rank of captain or above.

A Bachelor’s degree in criminal science, pre-law, business, public administration, or a related field, Master’s degree is preferred.

The City of Aberdeen will consider any combination of education and experience

that provides the required knowledge, skills and abilities.

A driver’s license is required.

Graduation from Washington State Command College, Executive Level Certification by Washington State Criminal Justice Training Commission, and Washington State Peace Officer Certification is required with a year of obtaining the position.



**The City of Aberdeen,
Washington, is seeking applications
for the exciting opportunity of
Police Chief**

Qualified individuals
are encouraged to apply.



City of Aberdeen
Human Resources
200 E. Market St.
Aberdeen, WA 98520