



WASHINGTON

# POLICE CHIEF

## UP TO \$143,340

*Plus Excellent Benefits  
(Salary Under Review)*

Apply by  
**June 23, 2019**  
*(open until filled)*

**PROTHMAN**



## WHY APPLY?



Situated between the pristine Columbia and iconic Snake Rivers in southeastern Washington, Pasco is a vibrant and growing community that enjoys 300 days of sunshine a year. The exceptional climate, combined with the area's inviting waterways, enables residents and visitors alike to enjoy a multitude of outdoor activities from water sports and golf to wine touring and outdoor theater.

The City is highly regarded in the community for its organizational integrity and for the quality of services provided. The organization is financially sound with a dedicated team of employees, and a supportive City Manager and City Council. If you are a public safety professional looking to lead and shape a modern and progressive well regarded police department, this is the position for you!

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## THE COMMUNITY

Rated as one of "the 10 safest cities in Washington State to live," Pasco is a thriving community of 74,000 that has seen tremendous growth in the last decade, while maintaining its sense of community and focus on public safety. Aesthetic and recreational charisma surrounded by natural beauty makes this desert community, which is rich in agriculture, a popular recreation destination. The City has put an emphasis on inclusion and enjoys a culturally diverse array of entertainment, food, arts, music and community events.

Pasco has undergone a significant transformation as one of the fastest growing communities in Washington State between 2011-2016. As a result of its population growth, and growth in the Tri-Cities metropolitan area, the City has experienced significant growth in the City's retail and tourism industries.

Pasco, along with the neighboring cities of Richland and Kennewick, comprise the Tri-Cities metropolitan area with a population of over 300,000; the third largest, and fastest growing metro area in the state. While the three cities are close neighbors and coordinate on multiple municipal services, each has its own distinct character.

Pasco is just a few hour's drive from the major urban centers of Seattle, Spokane and Portland. The Tri-Cities Airport, located in Pasco, provides direct flights to Seattle, Denver, Salt Lake City, Las Vegas, Los Angeles, Minneapolis, Phoenix and San Francisco.

The Tri-Cities offers breathtaking parks, vibrant downtowns, upscale dining and retail, art galleries, antique shops, and a variety of entertainment venues. Residents and visitors enjoy endless recreational opportunities, including water sports, fishing, biking, hunting, skiing and more. Golf is one of the most popular sports enjoyed year-round with over ten premier courses. The massive Columbia River features many waterfront parks, trails, and easy river access.

The Tri-Cities is a sports minded community, providing many public athletic facilities and is home to two professional sports teams: Tri-City Dust Devils, a professional Single A affiliate of the Colorado Rockies call Pasco's GESA Stadium home and the Tri-City Americans WHL Ice Hockey, are based in neighboring Kennewick. Pasco has its share of fine sports venues in the mix, boasting a state-of-the-art, six-field softball complex and a world class, 15-field soccer facility.

The region is also home to over 160 wineries and is known as the "Heart of Washington Wine Country," producing some of the finest wines in the world. Pasco has enjoyed many awards in recent years, including "The Best Places to Invest in Real Estate in Washington" (2015), "10 Fastest Growing Cities in Washington" (2015), "Top Cities on the Rise" (2014), "The 50 Safest Cities in Washington" (2014), and 3<sup>rd</sup> Safest City over 50,000 in Washington (2017, 2018).



## THE CITY

Incorporated in 1891, the City of Pasco is a full-service city with an exceptional workforce of approximately 380 employees. The City has a 2019-2020 budget of \$450.57 million. The City Departments include: Public Works, Community and Economic Development, Administrative and Community Services, Police, Fire, Finance, Executive, and Municipal Court.

Pasco operates under the Council-Manager form of government with the seven-member City Council each serving overlapping, four-year terms. Six Council members each represent a district, while one is elected at-large. Dave Zabell was appointed City Manager in June of 2014 and is responsible for the day-to-day administration of city business, implementation of Council policies and establishment of operating policies and processes.

## THE DEPARTMENT

Operating on a 2019-2020 budget of \$35,524,184 the department is organized into three divisions including Administration, Field Operations, and Support Operations. The Pasco Police Department consists of an authorized strength of 82 commissioned officers, consisting of a Chief, Deputy Chief, 2 Captains, 10 Sergeants, and 68 Officers and Detectives. Additionally, 10 staff provide administrative support for police records, evidence and property, crime analysis, and department leadership. The Department receives emergency dispatch services from SECOMM, the regional PSAP. The department is on a mission of providing community-oriented policing services to the City.



The department provides many quality services to the community including patrol, investigations, canine, area and school resource officers, street crimes, SWAT, Metro drug unit, and liaisons with the FBI, DEA and U.S. Marshalls. In addition, it provides community policing programs and services such as Coffee with a Cop, Citizen's Academy (English and Spanish) and a very successful Facebook page, which has the largest following of any police department in the State of Washington.

## THE POSITION

Under the general direction of the City Manager, the Police Chief plans, organizes, directs and evaluates all activities and operations of the City's Police Department to provide security to the community through law enforcement and crime prevention activities. The Chief exercises direct or indirect supervision over all commissioned and non-commissioned Police Department employees and volunteers and fosters strong community relationships through engagement and public involvement with citizens, groups, and other governmental entities. As well, the Police Chief serves on City's Executive Leadership Team, advises the City Council and collaborates with other City Departments to ensure cooperation and communication in operational activities, services, and policies.

### Other responsibilities include:

- Recommend and organize and direct the activities, projects, and programs of the Police Department including development, implementation, and evaluation of programs to meet community law enforcement needs or achieve activities established by state and federal agencies and the City Council, as requested and approved by the City Manager.
- Establishes policies, procedures, regulations, work methods, and performance standards to assure the efficient and effective operation of the Police Department in compliance with City Council policies, city standards and applicable federal, state, and local laws.
- Direct and develop short- and long-range plans, goals, and objectives for assigned operations.
- Provide positive leadership/guidance to support personnel and assure they are adequately trained to perform duties.
- Plan and supervise the enforcement of traffic and safety regulations and programs of crime prevention and detection.

- Oversee internal affairs investigations to address allegations of employee misconduct. Recommend and carry out corrective or disciplinary action as necessary.
- Monitor and analyze police calls and crime trends, and direct changes in operations as needed to assure services are provided in an efficient and timely manner.
- Oversees fiscal performance of the department and its impact on internal services.
- Represents the City on committees and commissions regarding public safety issues and coordinates department activities with local, state, and federal agencies with apprehension and detention of wanted persons and other law enforcement matters.
- Provides technical support to the City Manager, Mayor, and City Council including the interpretation and application of policy and procedure, developing recommendations regarding public safety matters, and interpretation of legislated changes as they affect assigned functions.
- Participates in labor negotiations and employee relations matters.
- Makes presentations to community groups and meets with media to provide information and receive input regarding major issues and police services.
- Reviews local, state, and federal legislation to determine impact on departmental plans, policies and strategies.
- Directs the resolution of inquiries, complaints, problems, or emergencies affecting the availability or quality of services. Responds to the most sensitive or complex inquiries of service complaints.



## CHALLENGES & OPPORTUNITIES

### Growth

While Pasco currently enjoys the lowest crime rate that it has in over 35 years, the City has experienced ongoing and significant growth over the past decade and now has a population of over 74,000, with 48,000 additional residents projected over the next 20-year horizon. At the same time, growth of police department staff has been measured due to economic realities. The new Police Chief will evaluate the Department's current and projected service and staffing needs and work with the administration to assure an adequate workforce going forward.

### Moving the Department Forward

While the retiring Chief has left the Department in outstanding condition with an admirable reputation, the new Chief is expected to be highly motivated, bringing the Department to the next level of excellence. The Department achieved State Accreditation in 2016 and was awarded CALEA Accreditation in 2019. This makes the Pasco Police Department one of only seven organizations in Washington with this honor.

### Diverse Community

The engagement of the City's diverse community has long been a strength of the Pasco Police Department and it remains a critical element to its future success. However, community growth and increasing call volumes have and will continue to impact officers' ability to foster and make good community connections. Efforts must be undertaken to assure officers have the discretionary time officers require to do this work, and to determine the most efficient and effective strategies to pursue and attain the Department's goals.

## Social Media Engagement

The Chief will continue to lead the department in positive engagement with the community and should be familiar with the use of social media as a means of engaging the community in a positive manner. The Department and City currently have an excellent, established social media platform, and the new Chief should be knowledgeable of the positive benefits this can provide.

## IDEAL CANDIDATE

- A strong leader who possesses the skill set to maintain a top of the line Police Department that is highly respected by the community and professionally across the state.
- Compassionate, open-minded, valuing qualities in others, with an affable personality and an appropriate sense of humor.
- A proven track record of honesty and demonstrated integrity.
- A commitment to community outreach to all segments of the community.
- An excellent verbal and written communicator as well as a perceptive listener.
- Assertive, yet calm, instilling an atmosphere of accountability through the organization.
- Embrace evidence-based practices, with a special emphasis on mental health policing practices and responses CALEA.
- Be knowledgeable of accreditation processes.
- Understand the importance of customer service and the importance of “building bridges”.



## Education and Experience:

A Bachelor's degree in Criminal Justice Administration, Public Administration, Police Science or a closely related field, five (5) years of administrative experience, and ten (10) years of supervisory law enforcement experience is required. Candidates possess or be able to obtain a valid Washington State driver license by time of hire and be a certified police academy graduate, or eligible for reciprocity.

## Necessary Knowledge, Skills and Abilities:

- Strong written and oral communication skills, including skills as a public speaker, with the ability to communicate in a clear, collegial and professional manner, internally as well as externally.
- Thorough understanding and experience in cultural diversity. While being bilingual is not a primary requirement, it is preferable.
- Ability to use tact, understanding and judgement in establishing and maintaining effective working relationship with the City Manager, Deputy City Manager, employees, labor unions, legal counsel, and vendors.
- Well-versed in police-community relations.
- Knowledge of progressive and contemporary policing practices, modern training, crime prevention and investigative techniques, criminal identification, jail and detention operations, rules of evidence, traffic control, safety, record keeping, and public safety dispatching and communications.
- Willing and able to mentor and motivate subordinate employees. Ability to help staff prioritize workload; skilled in effective delegation of assignments/workload.
- Ability to solve problems and have a “common sense” approach.
- Ability to be flexible, directing the operation of the Police Department while responding to the unscheduled challenges, which are constant and inevitable, with the city's diverse workforce.
- Knowledge of growth and municipal needs growth cycles.
- Ability to collaborate within the Tri-Cities' region to foster proactive and collective effort to suppress crime activity.
- Depth of experience implementing and managing contemporary law enforcement practices, particularly Community Oriented Policing.
- Embrace solid partnerships, including those with local school districts where five SRO's are currently on duty.

- Understanding of, or exposure to gang activities and methods to combat it.
- Demonstrated capacity and willingness to be involved in community organizations to enhance the law enforcement mission.
- Ability to work closely with Federal and State agencies.
- While not a “working chief” role, the new Police Chief is expected to wear a uniform daily, be outgoing, maintain a high profile in the community and be willing to participate in community events and organizations.
- Experience with social media as an avenue for police community outreach is a must.

Candidates may possess any combination of relevant education and experience that demonstrates their ability to perform the essential duties and responsibilities. The ideal candidate will be committed to excellent customer service.

## COMPENSATION & BENEFITS

- **Up to \$143,340 DOQ**
- Eligible for Auto Allowance
- Medical, Dental and Vision
- \$50,000 Life Insurance
- 24 Days' Vacation
- 12 Days Sick Leave
- 11 Paid Holidays
- LEOFF Retirement Plan
- Employee Assistance Program
- Flexible Spending Plan
- Fitness Center Membership
- Tuition Assistance

**Please visit:**

**[www.pasco-wa.gov](http://www.pasco-wa.gov)**

**[www.facebook.com/pasco.police](https://www.facebook.com/pasco.police)**

The City of Pasco is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **June 23, 2019** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on “submit your application” and follow the directions provided. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



[www.prothman.com](http://www.prothman.com)

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