



## City of Powers

Coos County, Oregon

### **POLICE CHIEF**

**\$43,680 - \$62,400**

*Plus Excellent Benefits*

*Apply by*

**December 20, 2020**

*(First Review, Open Until Filled)*

***PROTHMAN***

## CITY OF POWERS, OREGON



Located in southern Coos County, Oregon, the City of Powers is nestled in a valley ringed by steeply forested mountains of the Coast Range. The City is home to 695 residents and is just 18

miles up a winding road from Highway 42: a major east-west road between US 101 and Interstate 5 near Roseburg. The City is a gateway to the Siskiyou National Forest, and the road to it is part of the Coquille-Rogue River Scenic Byway.

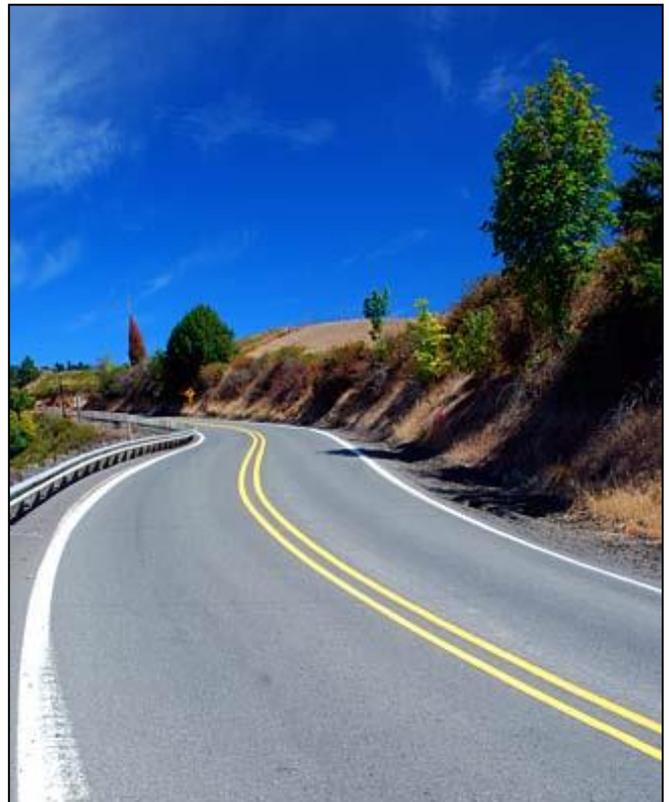
Powers retains a close-knit, small-town character of a Pacific Northwest logging community and offers a unique quality of life with a temperate climate, progressive schools, and abundant recreational opportunities. Powers is home to excellent steelhead, salmon, and trout fishing, numerous mountain biking and scenic trails, pristine camping and hunting sites, and family-friendly river swimming holes. The proximity to the Siskiyou National Forest attracts visitors year-round. The Powers School District is comprised of an elementary (grades pre-K through 6) and junior high/high school (grades 7-12). Because of the community's small size, students benefit from a lower student-teacher ratio for more focused education and one-on-one assistance. The school offers numerous opportunities for enrollment in college courses and supplemental instruction for students to excel. Ordinarily, the school is also home to a rigorous sports program for all ages. With current social distancing regulations, the sports program has remained mostly intact with some clever changes and the support of the community.

Recent investments in the community include plans for a new wastewater treatment facility, master plans for future growth at the water treatment facility, street and sidewalk improvements throughout the community, and involvement in the economic development of the town to facilitate growth and jobs. The City offers a great place to raise a family, start or relocate a business, work comfortably toward retirement, and a supportive environment to foster personal and professional growth.

## THE CITY, DEPARTMENT & POSITION

The City of Powers maintains a small workforce of 7.32 talented and dedicated FTEs who serve the City's 695 residents and operates on a 2020 budget of \$2,562,400. Powers is a full-service city complete with police, fire, ambulance, library, planning, parks, streets, water, sewer, municipal court, cemetery, museum management, and information services.

The Police Chief supervises and performs the day to day operation and administration of the Police Department to ensure comprehensive law enforcement services to our rural community. The Police Chief works independently to exercise prudent judgment and equitable treatment to citizens. The Department operates on a 2020 budget of \$189,400 and is typically staffed as a single-person department with the potential for volunteer reserves. Like many small departments, operations run the gamut of patrol, investigations, and evidence management. Dispatch services are contracted with the Coos County Sheriff's office, and the department works collaboratively with Coos County Sheriffs and Oregon State Police to maximize effective operations. To view a full job description, please view the attachment found [here](#).



The City of Powers is seeking a visible, accessible, and responsive Police Chief. The successful candidate will embrace the challenges of working in a small department and small town with limited resources by leveraging existing assets in the organization and developing a plan for initiating partnerships within the community to provide a superior level of public safety service. The successful candidate will possess the ability to balance administrative duties with the rigors of everyday department operations and patrol duties, and continually inspire trust and confidence among the City's citizens and staff.

The successful candidate must be able to work collaboratively with the City Council, staff, and citizens to establish and maintain positive and cooperative working relationships. The selected candidate must be knowledgeable of general law enforcement administration and the laws outlined in the Oregon Revised Statutes. Excellent written and verbal communication skills are essential.

## OPPORTUNITIES & CHALLENGES

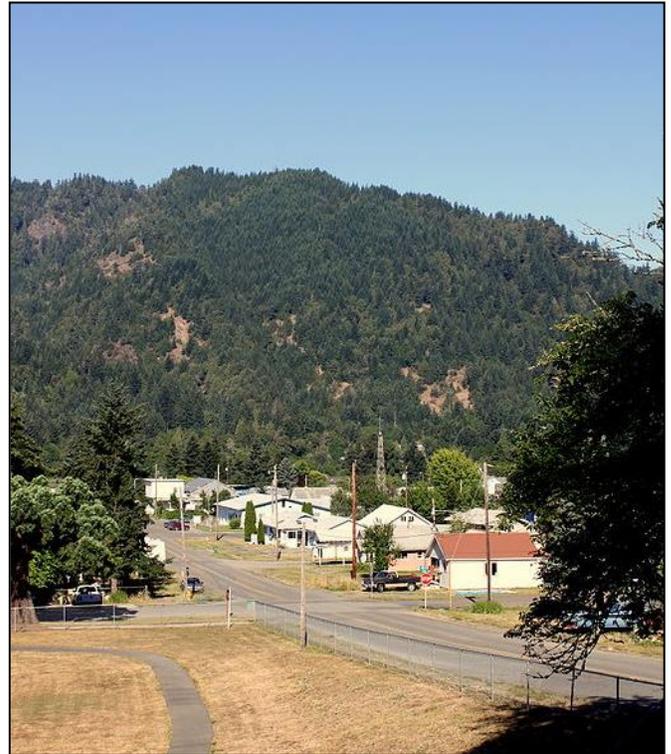
### Code Enforcement

The incoming Chief will have a unique opportunity to assist in developing the code enforcement division of the department to create a more positive and effective citizen interaction that results in compliance and mutual understanding. City hall staff have been developing case files for "hot button" properties that generate complaints, with the goal of proactive courtesy notification to the property owner or person in charge to aid in compliance. Developing a simple notification process may assist in reducing the number of citations to be issued.

### Public Engagement

Powers citizens have expressed a very vocal desire to have a more visible police presence, whether it be patrolling or holding regular office hours. The incoming Chief may be challenged to become familiar with the office and operating procedures while also balancing face time with the public on patrol and meeting community leaders. The Council and city staff are excited to help host engagement events, support efforts to meet kids at school, invite the Chief to local organization meetings (Lions, Lionsess, VFW, etc.), and assist in integrating the new Chief as a member of the community.

**Trust:** The Council and Chief will be challenged together to develop a relationship built on trust and mutual respect. It will be important for the Chief to acknowledge the Council's role as the supervisor and to understand that the Police Department is a department under the Council's purview, just as all other departments. The Council is dedicated to fostering a positive working environment where all team members are encouraged to share their input and experiences.



## EDUCATION & BENEFITS

### Candidates must have:

- A bachelor's degree in Criminal Justice or 90 college credits.
- Must obtain an Oregon DPSST Supervisor Certificate within 24 months of appointment.
- Seven (7) years of progressively greater responsibility in law enforcement.
- At least two (2) years of direct supervision of law enforcement officers.
- A valid Oregon driver's license.
- Basic CPR/First Aid certification.
- In the event Oregon Department of Public Safety Standards and Training (DPSST) rules require a more stringent set of education or certification, that requirement shall prevail.
- Ability to meet required physical and cognitive functions of the position.

**Benefits provided include:**

- **\$43,680 - \$62,400 DOQ**
- Compensation on a salary or hourly basis is negotiable.
- City will consider entering into an employment agreement with severance package.
- Employee-only health, dental, vision, basic life insurance, and optional additional coverages.
- Employee assistance program.
- Participation in Oregon PERS.
- Educational and professional development incentives.
- Department issued cell phone or cell-phone allowance.
- Take-home vehicle for emergency response.
- Paid vacation, sick leave, and holidays.

**City of Powers**

Coos County, Oregon

**Please visit:****[www.oregoncities.us/powers](http://www.oregoncities.us/powers)**

---

The City of Powers is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **December 20, 2020** (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 "**Open Recruitments**", select "**City of Powers, OR – Police Chief**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the website as instructed on the form. Photographer citation: Gary Halvorson, Oregon State Archives, Page 1 top right and page 2 bottom right.