



Home of the Tualatin River National Wildlife Refuge

POLICE CHIEF

\$129,604 - \$164,340

Plus Excellent Benefits

Apply by

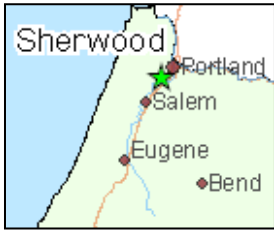
November 28, 2021

(First Review, Open Until Filled)

PROTHMAN



SHERWOOD, OREGON



If the City of Sherwood, Oregon, sounds like something out of a fairytale, then just wait until you see it in person. This idyllic 4.1 square mile community is located on the southern

edge of the Portland metropolitan area. One of the most beloved parts of Sherwood is the Tualatin River National Wildlife Refuge home to nearly 200 species of birds, over 50 species of mammals, 25 species of reptiles and amphibians, and a wide variety of insects, fish, and plants. People can experience wildlife in their natural habitat and enjoy nature the way it is meant to be.

Sherwood offers quaint shopping and dining in Old Town, 67 acres of gorgeous parkland, high-quality schools, and entertaining arts and cultural events. This is one of the fastest-growing cities in Oregon, with a population of almost 20,000. With this growth comes thriving businesses, modern amenities, and a ranking as the state's 30th largest city - all with the small-town charm and friendliness that defines Sherwood. Being an affluent bedroom community located in Oregon Wine Country, Sherwood is recognized for its high quality of life, well-regarded schools, and has been consistently ranked as one of the top five safest cities in Oregon. Sherwood is located in Washington County (population 620,080) with easy access to State Highway 99 and I-5. Sherwood has a median income of \$103,512, with an average home value of \$527,500.

THE CITY

The City of Sherwood operates under a council-manager form of government. The Council is comprised of the Mayor and six City Councilors, all elected at-large. City Councilors serve four-year terms with a three consecutive term limit. The Mayor serves a two-year term with no term limit. The City Council has various short- and long-term goals focused on economic development, infrastructure, livability, public safety, fiscal responsibility, citizen engagement, and diversity, equity, inclusion, and accessibility (DEIA). The City operates on a 2021-2022 budget of \$55.4 million and employs 135.25 FTEs.

THE DEPARTMENT

The Sherwood Police department is a full-service police agency that provides 24-hour patrol response and related services. The Sherwood Police Department has authorized staffing for a police chief, two police captains, four police sergeants, 15 patrol officers (including a traffic unit), two detectives, two school resource officers and a complete non-sworn support staff that includes an executive assistant, records technicians and a community service officer who also manages property evidence. The Police department believes they exist for the community and in the philosophy that the police are the public and the public are the police. In keeping with these beliefs, the department is committed to and practices Relational Policing as part of their overall community policing approach.

Currently, the Police Department operates on a FY2021-22 budget of \$5.4 million with 26 sworn officers. In 2019, the department was engaged in 17,895 calls for service including calls and proactive activities. In 2020, the department was engaged in 12,958 calls for service including calls and proactive activities.

The City Council has set a number of goals and projects for the department, including implementing the police staffing plan and looking forward to the next phase of staffing for the police department in the near and distant future, and what metrics trigger the need for additional police staffing.

To view all City Council Goals, please view the attachment found [here](#).

The Sherwood Police Department is dedicated to providing professional law enforcement services and preserving the quality of life for its citizens and community. The position is open after the retirement of the current Police Chief who has honorably served as the Chief for almost 14 years. The Sherwood Police Department has consistently been recognized as one of the safest cities in Oregon and is regarded as a leader and benchmark for best practices and in community policing. The department is highly regarded and respected in the community and enjoys outstanding relationships with stakeholders both locally, regionally, and statewide.

THE POSITION

Under the direction of the City Manager, the Police Chief plans, directs and oversees the operations of the Police Department, including management services, field operations and criminal investigations, with accountability for results in terms of costs, personnel and methods. The next Police Chief will be inheriting a highly respected department but will have a chance to identify and advance the organization. A leader with strategic goals and vision will be required to elevate the department. For a full job description, please view the attachment found [here](#).



DEPARTMENT GOALS

Safety: Strategic policing to maintain and enhance community and officer safety.

Relationships: Cultivating trust with the community, businesses, other organizations and peers through transparency, professionalism, and outreach. The next Police Chief will need to maintain the current relationships while working to build trust and faith with stakeholders.

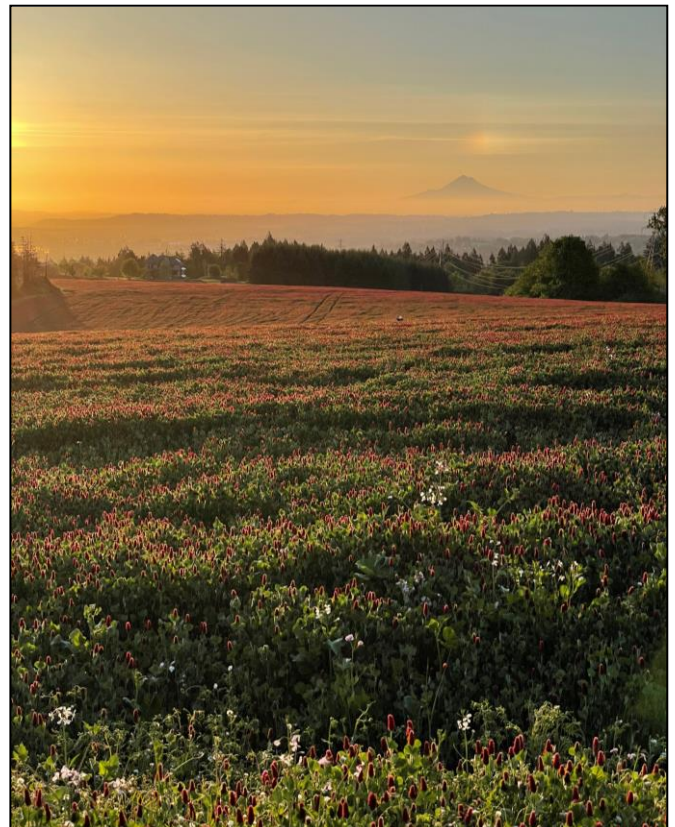
Sustainability: Maintaining diverse and productive levels of service commensurate with community needs and expectations.

Quality of Life: Elevating community livability using “Relational” Policing. Moving beyond the concepts of community policing, the Sherwood Police Department has taken a “Relational” Policing model. The concept is to understand that relationships are the key to the success of the department.

Progressiveness: Staying ahead of ideas by adapting, evolving, and changing through technology and strategies. The next Police Chief will be expected to recognize opportunities to advance the department through new programs and adaptive plans that fit with the expectations of the community.

DEPARTMENT OBJECTIVES

1. Enhance department staffing to provide an acceptable level of safety for citizens while balancing the work/life balance of the officers.
2. Strengthen non-sworn administrative support staffing to aid with administrative logistics, program support for new and existing programs, and manage and maintain department accreditation.
3. Enhance investigative resources to assist in investigations of criminal activity, to develop programs or units to address crime response, available resources, and activities designed to enhance prevention.
4. Engagement with stakeholders of the Sherwood Police Department. The next Police Chief will need to be a dynamic leader and a highly effective communicator that is able to build trust in their activities and the mission of the Police Department.
5. Maintain a long-term vision to identify and advance the organization, build trust, and to lead the agency through the transition of a post-pandemic policing.
6. The next Police Chief will be accountable to the members of the police department, to the city, and to the community.



IDEAL CANDIDATE**Education and Experience:**

The equivalent to a four-year college education in criminal justice, public or business administration or a related field and seven (7) years of law enforcement experience with at least three (3) years in a supervisory position; or any satisfactory combination of experience and training which demonstrates the knowledge, skills and abilities to perform the above duties is required. Candidates must have possession of a DPSST Management Certificate or equivalent and must obtain a DPSST Executive Certificate within 12 months of appointment to align with department policy and municipal code 2.36.050 (2). Candidates must also have possession of a valid driver's license.

The ideal candidate will have completed a graduate degree in management or an administrative field, have possession of a DPSST Executive Certificate or equivalent, and have completed the FBI National Academy or an equivalent advanced training institute. It is preferred that candidates have possession of a current CPR/First Aid card and have previous experience within an Oregon municipality in a similar capacity.

Any combination of relevant education and experience which clearly demonstrates the knowledge, skill, and ability to perform the essential functions of the job and meets department policy and municipal code will be considered.

The City of Sherwood is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 28, 2021** (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** and click on "**Open Recruitments**", select "**City of Sherwood, OR – Police Chief**", and click "**Apply Now**", or click [here](#). 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.

COMPENSATION & BENEFITS

- **\$129,604 - \$164,340 DOQ**
- Group Health Insurance Programs
- Flexible Spending Accounts
- Life Insurance/AD&D
- Long-Term and Short-Term Disability
- Employee Assistance Program
- Oregon PERS
- 457 Deferred Compensation
- 9 Paid Holidays
- 12 Days' Sick Leave per Year
- Paid Time Off
- Administrative Leave
- Jury Duty Leave
- Military Reserve Duty

**For more information,
please visit:
www.sherwoodoregon.gov**



Home of the Tualatin River National Wildlife Refuge

PROTHMAN

www.prothman.com

371 NE Gilman Blvd., Suite 310
Issaquah, WA 98027
206.368.0050