



The City of Tacoma

invites applications for the position of:

POLICE CHIEF

CLOSING: OCTOBER 23, 2020 AT 5:00 P.M.

ANNUAL SALARY RANGE: \$194,708.80 TO \$249,620.80



POSITION PROFILE

The City of Tacoma is seeking an experienced, transformational leader to serve as its next Chief of Police for the Tacoma Police Department (TPD). The Chief of Police is the executive officer responsible for the oversight and administrative management of the department's daily operations and for achieving the department's mission, vision, and strategic objectives in alignment with the vision, goals and priorities of the City Council and community.

The individual in this role will be expected to promote a robust culture of inclusivity and service orientation among TPD's commissioned and civilian staff; develop strong, trusting, and collaborative relationships within the Tacoma community, particularly in the black, indigenous, and other persons of color communities; cultivate partnerships with other regional public safety agencies; and work closely with the City Council, Mayor, City Manager, and other City executives to ensure equitable and outstanding service to the community we serve.

The next Chief of Police's first priority will be to join the City Council, Mayor, City Manager, and other City executives in leading Transforming Tacoma – a City initiative and commitment to engage in comprehensive change, beginning with policing, that will fundamentally enhance and radically re-imagine the way we operate and the way we serve the residents of this great city. The Chief will be expected to take a strong and visible lead in transforming the policies and practices of the police department to meet the anti-racist goals and outcomes outlined in City Council Resolution 40622.



CANDIDATE PROFILE

The successful candidate will possess:

Senior management experience. Previous experience in senior public safety management in a complex city or organization; strong understanding of performance management for all levels of the organization; skilled at increasing policing effectiveness, including data driven and modern problem-solving practices; fiscally responsible, with a thorough understanding of budgeting in a police department. A history of making significant improvements in a police agency.

A history of effective community engagement and collaboration. Experience using strategies that promote trust, reflect community values and enhance public safety such as community policing. A proven ability to partner with community groups (to include those historically underrepresented), businesses and nonprofits, to collaboratively address public safety needs. A demonstrated commitment to transparency and accountability.

Proven ability to develop and implement evidence-based strategies to increase public safety. Broad knowledge of modern police strategies, policies, training and technologies. Up to date with findings from research and constantly seeking new ideas, strategies, and evaluation of new approaches, with a focus on policies and practices relating to de-escalation, conflict resolution and implicit bias. Sophisticated about use of crime and intelligence analysis. The experience to establish Tacoma as a national model for 21st century policing.

A track record of working creatively and collaboratively to address the needs of marginalized and vulnerable populations. Ability to address the concerns and needs of the black, indigenous, and other people of color communities; vulnerable communities such as children and youth, undocumented residents, unhoused residents, victims of domestic violence, LGTBQ residents, the elderly; and other groups at high risk of criminal victimization.

Strong communications, speaking, and listening skills.

Proven ability to communicate with the public and with police department employees. Substantial experience as a public speaker. Ability to share the vision of a future that attracts and inspires police department employees and engenders a sense of hope and perceptions of safety in the broader community.

A record of productive employee relations. The ability to work well with a unionized workforce and create a fair culture that values officer and civilian input. Having the ability to positively interface with employees, explaining the basis of decisions; recognizing the importance of procedural justice within the police organization; a history of listening to employees and crafting a vision that inspires actions consistent with the vision and values of the department and City.

A demonstrated commitment to officer well-being. The ability to promote and support professional development as well as wellness and safety at all levels of the police department. A history of promoting diverse candidates and creating and maintaining a fair and respectful workplace that values diversity, equity, and inclusion throughout the organization. An understanding of diversity that encompasses race, gender, language, sexual orientation, religion, life experience, and other cultural backgrounds.

Cultural awareness and sensitivity. A proven ability to engage with community advocates and propose strategies for addressing key concerns such as racial equity. A thorough understanding of the past and commitment to equitable treatment of all residents and communities and the ability to explain that to members of the police service.

Crisis and emergency management experience.

Demonstrated understanding of the importance of leadership, decision-making and full transparency when situations arise that create public concern; skilled at overseeing preparations for and responses to natural or civil disasters, major events, and demonstrations and protests; experienced in managing incidents from response to recovery and developing resilience.

KEY RESPONSIBILITIES

- Manage the daily operations of TPD in accordance with the strategic plans and objectives of the department and the City
- Drive the change and systemic transformation efforts within TPD, respecting the work that has already been done by leveraging what is currently working well and addressing areas in need of change or improvement
- Develop relationships with and implement plans for engagement with all Tacoma communities
- Actively collaborate with and form proactive partnerships with residents, businesses, neighborhoods, schools, human service agencies and various community groups responding to community needs and concerns
- Engage and involve City residents in police policy making, strategic planning, and goal setting and reporting results
- Develop and maintain strong relationships with the labor unions that represent employees within the department
- Lead the hiring, development, and retention of a talented, diverse, and culturally sensitive group of commissioned and civilian employees
- Oversee, understand, and make strategic decisions on the departmental budget and other department resources
- Create and implement departmental policies, procedures, and guidelines in accordance with federal, state and local laws, and in support of transformational efforts
- Develop collaborative partnerships with regional police agencies on independent investigations, cross-jurisdictional issues, development of best practices and play a key role in identifying and initiating development of new legislation related to transforming police services
- Serve as an active member of the City's Executive Leadership Team

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EDUCATION & EXPERIENCE

An equivalent combination to: A bachelor's degree in police or social sciences, criminal justice, public administration, business administration, organizational leadership or another area closely aligned with the duties of the position and eight years increasingly responsible police service experience in a qualified federal, state, or local agency. At least two of the eight years must include command-level experience.

Successful completion of law enforcement academy training approved by the Washington State Criminal Justice Training Commission, and a valid Washington State driver's license, First Aid/CPR certification, and license to carry a fire arm at the time of appointment, with maintenance thereafter.

Executive-level certification from the Washington State Criminal Justice Training Commission or equivalent certification from another state preferred.



TRANSFORMING TACOMA

In June 2020, the Tacoma City Council passed Resolution 40622. This resolution formally acknowledges that the City of Tacoma existing systems have not adequately served the needs of everyone in our community and, in particular, have not adequately served the needs of Black community members and other community members of color. It affirms the City of Tacoma's commitment to improving existing systems for all community members, with the first state priority being local policing. For more information, please visit the Transforming Tacoma webpage at:

<https://www.cityoftacoma.org/cms/one.aspx?pagelId=192679>

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COMPENSATION & BENEFITS

The current salary range for this position is \$194,708.80 to \$249,620.80 per year. The City of Tacoma offers an attractive benefits package which includes retirement, medical, dental, vision, and generous personal time off policies. Relocation assistance may also be available for a successful out-of-area candidate.

The successful candidate will participate in the LEOFF II retirement plan through the Department of Retirement Services.



ABOUT THE TACOMA POLICE DEPARTMENT

In 1874, a small village on the shore of Commencement Bay incorporated as the City of Tacoma and appointed its first town marshal. Since then, we have grown to serve nearly 220,000 residents as an agency committed to community-oriented policing, relationship-building and reducing crime through effective partnerships.

The Tacoma Police Department is represented by commissioned officers, limited commission officers (animal control), and civilian employees. As an accredited police department through the Commission on Accreditation for Law Enforcement Agencies (CALEA), we are committed to providing the citizens of Tacoma with the highest level of police service. We do this by meeting nationally set standards of police excellence through model policies, procedures and practices. Over the years, we have built strong working relationships with the community, city departments, various agencies and businesses through

a commitment to community-oriented policing. These relationships have allowed us to build collaborative partnerships to help us reduce crime and crime-related activity in our neighborhoods and business districts so our citizens feel safe and secure where they live, work and visit in Tacoma.

Our mission is to create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner, preserving the peace and order in our neighborhoods, and safeguarding our Constitutional guarantees.

ABOUT TACOMA

The City of Tacoma, population 217,000, is the third largest city in Washington and county seat of Pierce County. It enjoys 33 miles of waterfront on Puget Sound. A diverse, progressive international gateway to the Pacific Rim, the community is the historic and current home of the Puyallup Tribe of Indians, and boasts a Mediterranean climate with fewer than four days of snow per year, no tornados or hurricanes, and summer high temperatures rarely exceeding 85 degrees. Tacomans keep more of their paychecks, because neither the City nor State charges personal income tax.

Major industry sectors include defense, trade, healthcare, finance and insurance, and government. Joint Base Lewis McChord, the fourth largest military installation in the United States, sits immediately outside Tacoma and the community is home to the Port of Tacoma. Major public investments to the city's urban downtown include the development of an award-winning museum district, the University of Washington Tacoma, Tacoma Link light rail and redevelopment of a former superfund site to mixed use on downtown's Thea Foss Waterway. These public investments have ignited significant revitalization and private capital investment in office, housing and retail development. Two headquarters announcements for downtown were made this year. Tacoma is 24 miles from Seattle-Tacoma International Airport.

Eight universities, colleges and technical colleges offer opportunities from trade certificates to Ph.D. programs. University of Washington Tacoma is an urban-serving university highly regarded for its many external partnerships with private industry and the City government. The Tacoma Public Schools, with an 89-percent graduation rate, exceeding the state and the nation, includes an Innovative High School program open to students interested in Science,

Engineering, Art and Math. An excellent public school system is complimented by diverse and prestigious private schools K-12, including many faith-based opportunities from pre-K to graduation.

Recreation is prized. Parks are abundant and managed by the award-winning MetroParks Tacoma. Point Defiance Park, the second largest urban park in the nation, houses a zoo and aquarium, the historic Fort Nisqually, Owens Beach, Japanese and rose gardens, as well as wildlife and hiking trails. Included in a broad portfolio, MetroParks also manages Wright Park - Tacoma's answer to New York's Central Park - 20 acres in downtown featuring the historic WW Seymour Conservatory, basketball courts, a lawn bowling green and walking paths, as well as play and spray grounds for toddlers and young children.

Diverse neighborhoods and housing options provide value in the fast-growing Seattle-Tacoma Metropolitan area. Housing options include downtown and waterfront condominiums and apartments, historic mansions, craftsman bungalows in walkable urban neighborhoods and suburban view homes. A rich array of independent shops mingles with well-known chains such as Apple, Nordstrom, Safeway, Target, Walmart and Costco. Restaurants, brewpubs, clubs and coffee shops of many kinds abound. Tacoma is served by the most comprehensive multi-modal transit hub in the Puget Sound at Tacoma Dome Station featuring heavy commuter rail, Amtrak, light rail, national, regional and local bus service. Washington State Ferries serves Tacoma through its dock at Point Defiance Park.





CITY OF TACOMA COMMITMENT TO DIVERSITY AND INCLUSION

Tacoma's diversity is its greatest asset. Tacoma embraces its multi-cultural and multi-ethnic character. Communities of color and immigrant communities are fundamental to Tacoma's entrepreneurial spirit, workforce, and long-term success. In Tacoma, equity and empowerment are top priorities, meaning that all Tacoma residents must have equitable opportunities to reach their full potential and share in the benefits of community progress. One of our goals is for the City of Tacoma workforce to reflect the community it serves. We actively work to eliminate racial and other disparities and welcome candidates with diverse backgrounds and/or multicultural skill sets and experiences. Our goal is for Tacoma to be an inclusive and equitable place to live, work, and play.

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state, and local laws.

COMPENSATION & BENEFITS

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APPLICATION PROCESS

To be considered for this challenging and rewarding career opportunity, please submit a resume and cover letter and contact information for five professional references to <https://www.governmentjobs.com/careers/tacomajobs/2853988/police-chief?pagetype=jobOpportunitiesJobs>, no later than October 23, 2020 at 5:00 p.m.

For additional information about the position, please contact:

Shelby Fritz
Assistant Human Resources Director
City of Tacoma
sfritz@cityoftacoma.org
253-591-5413

Initial interviews are anticipated to take place during the week of November 9, 2020 and final interviews during the week of November 30, 2020.