

**POLICE
CHIEF**



THE COMMUNITY

Located at the foot of Mount Rainier and along the shores of Commencement Bay in Washington State, Tacoma is recognized as a livable and progressive international city. The city that incorporated in 1884 has grown from its historical roots as a bustling port that exported goods around the world to a center for international exports, the arts and healthy, affordable living.

The City of Tacoma is an international, culturally diverse community. Unique 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.

With a backdrop of Mt. Rainier, the Cascade Mountain Range and Puget Sound, residents enjoy the Northwest's pristine environment and natural recreational opportunities. 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.

The City is served by excellent public and private educational facilities, including the University of Washington Tacoma, Evergreen State College, two private universities, three community/technical colleges, and numerous trade and business schools. Only 27 miles from Seattle, Tacoma is close enough to enjoy all the advantages of a major metropolitan area nearby.

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.

THE POSITION

The City of Tacoma is seeking an experienced, transformational leader to serve as its next Police Chief for the Tacoma Police Department (TPD). The Police Chief 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 Police Chief'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 reimagine 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.

THE IDEAL CANDIDATE

The new Police Chief will be expected to have a command presence inside and outside of the organization and be able to lead by example. He or she should also be very approachable and responsive, especially in the community. The ideal candidate will be an engaged Chief that is comfortable dealing with controversial matters in the public. Transformative leaders that look for ways to divert certain calls away from Police officers to non-law enforcement entities are encouraged to apply.

The successful candidate will also 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 deescalation, 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, LGBTQ residents, the elderly; and other groups at high risk of criminal victimization.

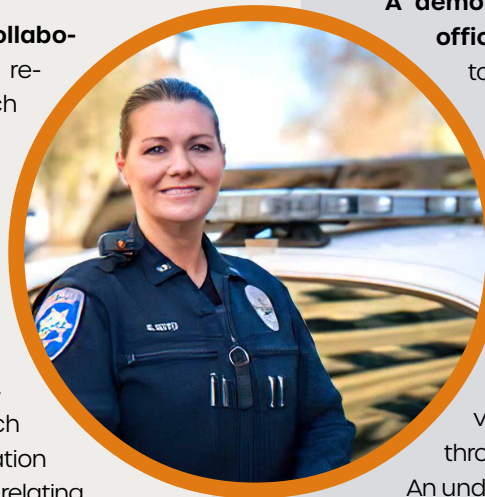
Strong communications, speaking, and listening skills: Proven ability to communicate with the public and with police department employees. Substantial experience as a public speaker. Ability to share the vision of a future that attracts and inspires police department employees and engenders a sense of 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.

QUALIFICATIONS

Candidates should possess 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 (8) years increasingly responsible police service experience in a qualified federal, state, or local agency. At least two (2) 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, a valid Washington State driver's license, First Aid/CPR certification, and license to carry a firearm, with maintenance thereafter is also required at the time of appointment. Executive-level certification from the Washington State Criminal Justice Training Commission or equivalent certification from another state is preferred.

COMPENSATION AND BENEFITS

The current salary range for the Police Chief position is \$196,643.20 to \$252,116.80 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.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
October 15, 2021**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Tacoma. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:

(916) 784-9080

