

City of Raymond, WA Invites applications for the position of:

Police Chief

Salary: \$78,784.00 - \$98,784.00 Annually

Opening Date: 12/27/2022

Closing Date: 01/27/2023

Community Profile:

The City of Raymond (population 3,146) utilizes the Mayor/Council form of government and provides a wide range of government services. The Mayor and seven Council Members are elected to four-year terms, representing the community at large. The Mayor provides leadership to the city, makes appointments to boards and commissions, implements the policies and ordinances of the City Council. Mayor Dee Roberts currently serves Raymond in her first term. The City of Raymond currently has a staff of 48 FTE and a General Fund Budget of \$6.8 million and an overall budget of \$20.6 million.

The City's Leadership Team includes the Police Chief, Public Works Director, Clerk-Treasurer/HR, and Fire Chief. The City also provides their citizens with a fully staffed 24/7 fire and ambulance service. The team functions in a supportive, upbeat, and collaborative manner with a constant focus on delivering high quality outcomes for the community

Description:

The City of Raymond Police department has 7 members and an annual budget of \$1.3M. The department is led by the Police Chief. Team members include a sergeant, a corporal, 3 officers and an administrative support position.

The City of Raymond Police Department responds to approximately 4,000 calls for service each year and our community does not experience a high rate of violent crimes. The Department is committed to developing and supporting a team of professionals who consistently seek and implement innovative policing strategies to promote, preserve, and deliver high quality services to enhance the safety in our community. To support our mission, we work in strong partnership with our residents, businesses, neighboring city, and county.

Examples of Essential Duties:

Raymond's Police Chief will be a self-motivated servant leader who leads by example. The successful candidate will be open-minded and have the ability to inspire and mentor staff. The finalist should have demonstrated experience establishing a realistic vision for their work teams and who have a track record of planning for the future. The successful candidate will work with department personnel, and city leaders, creating the highest performing small city law enforcement agency in Washington.

The next Raymond Police Chief will be approachable and will have excellent written and oral communication skills. They will have the ability to relate to staff and to represent the department effectively with media, the community, and City leaders. The Chief will work well in a team atmosphere and while working independently. They will be a good and empathetic listener and be able to clearly communicate technical issues to a variety of audiences. The successful candidate will also have demonstrated experience with agency and individual performance management.

The next Raymond Police Chief must also possess strong organization and management skills. They will be able to handle multiple projects simultaneously and have strong delegation and time management skills. The next Chief must be able to create innovative management programs and systems in response to law enforcement challenges. Budget management and grant experience should be an essential part of the successful candidate's skill set.

The successful candidate will be adaptable, able to handle changing and sometimes stressful conditions seamlessly with composure and grace. They should have strong analytical skills with an ability to forecast trends using evidence-based data. The successful candidate will be humble and excited to work in a diverse community. They must be able to integrate into the community quickly and be an effective and collaborative partner with a history of working well with outside organizations.

Typical Qualifications:

The new Chief should have a bachelor's degree in law enforcement-related field or equivalent work experience. It is preferred that the new chief be a graduate of the FBI Academy, the Northwest School of Staff and Command, and Senior Management Institute for Policing (SMIP) or equivalent. Candidates that have been out of law enforcement for more than 24 months will not be considered for this position.

Supplemental Information:

The successful candidate must have at least 10 years of law enforcement experience. Experience working in a small agency (pop. Under 30,000) is desired while experience in a rural setting is preferred. The successful candidate should have three to five years of law enforcement management and supervisory experience. The new Chief must possess a Washington State Criminal Justice Training Commission Basic Academy certification, or achievement of equivalency, within 6 months of hire. Must be able to pass an extensive background check.

Compensation:

Employees receive a generous health insurance package that includes medical, dental, and vision coverage with no employee contribution.

Other Benefits:

- 11 paid holidays
- 3 floating holidays
- 10 vacation days annually (increases with years of service)

- 12 sick days annually
- Longevity starts with 3rd year of service

City Provides:

- Membership in Professional Organizations
- Membership in Community and Civic Groups

Employees may also:

- Purchase short term disability, cancer policies, life insurance, and various others through established vendor contacts.
- Participate in the City's deferred compensation plan.

The City is a member of the Washington State Department of Retirement – Law Enforcement Officers & Fire Fighters System (LEOFF II) and this is an FLSA exempt position.

To apply for this position, please submit:

- **A City of Raymond employment application**
- **A resume (three page maximum)**
- **A detailed cover letter (two page maximum) describing your experience, leadership style, and why you are interested in position.**

Electronic packets may be submitted to Dee Roberts, mayordee@cityofraymond.com or mailed to City of Raymond, 230 Second Street, Raymond, WA 98577. Questions? Phone (360) 942-4101