



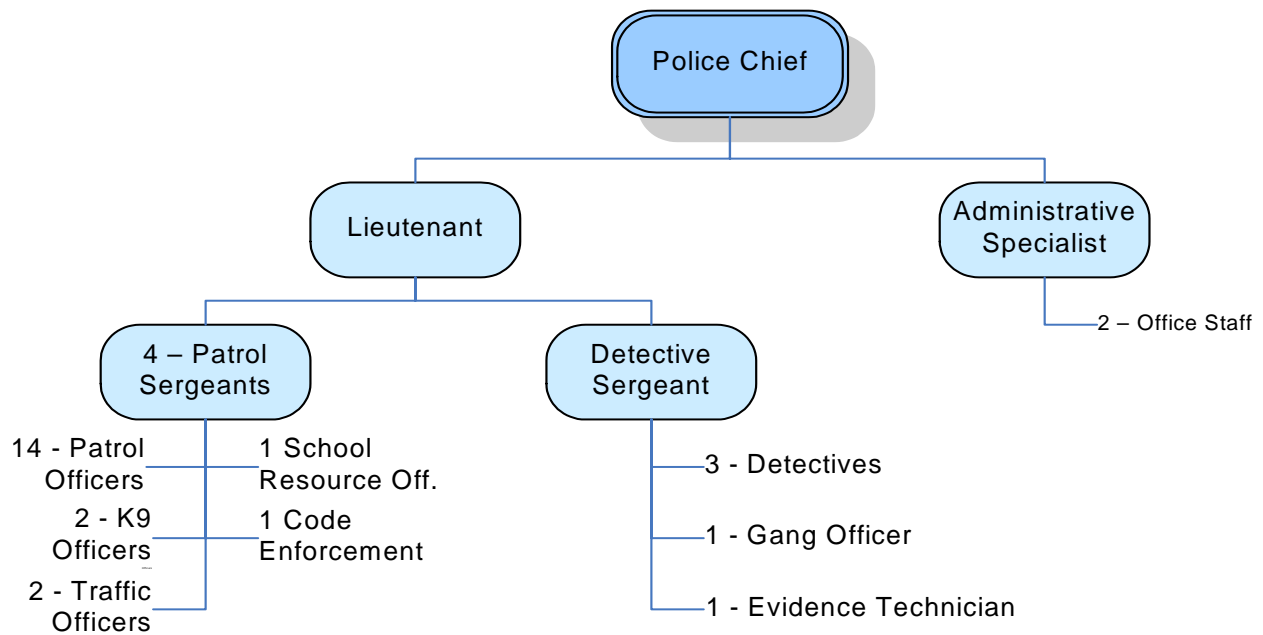
# POLICE CHIEF

**\$82,956 to \$110,184**  
*plus excellent benefits*

*Apply by September 9, 2009 (open until filled)*

**PROTHMAN**





**WHY APPLY?**

Would you like to lead one of the best police departments in Western Oregon? Canby offers an excellent opportunity for a talented public safety professional to lead a well-respected police department and make a difference in a unique community that takes pride in its history and quality of life.

**THE COMMUNITY**

Canby is a growing community just 20 minutes south of Portland and is nestled in the heart of the Willamette Valley. Canby is separated from its larger urban neighbors by a stretch of farmland in rolling hills and fields. This Clackamas County community offers all the amenities of a larger city while maintaining a rural "hometown" feel. Residents and business owners alike enjoy the quality of life with hiking, skiing and sightseeing at nearby Mt Hood, only an hour away. The nearby Willamette and Columbia Rivers offer great fishing and boating. Canby enjoys a relatively low cost of living when compared to the Portland metro area.

Canby is a diverse community with a growing Hispanic and Russian population. Come to Canby and discover a strong, vital community that welcomes new residents.



**THE CITY**

The City of Canby was incorporated in 1893 and operates under the provisions of its own charter and applicable State law, with a Council-Administrator form of government. The City Administrator directs, coordinates, and administers the activities of the City as defined by the Mayor and Council. Canby provides a full range of municipal services, with the exception of fire, which is provided by Canby Fire District. The City of Canby has approximately 76 fulltime and 56 part-time employees who serve a population of 15,140 residents.

**THE DEPARTMENT**

The Canby Police Department provides public safety services. This includes responding to emergencies and other calls for service 24 hours a day, phone and walk-in services at the police station, records and evidence management, criminal investigations, supervision, and administrative support. The Department uses a community-based policing approach to provide services with an emphasis on crime prevention, including School Resource Officers and targeting problem areas and repeat offenders. Customer service has high priority for the Department.

911 dispatching services are provided by Clackamas County Communications and jail services are provided by Clackamas County Sheriff's Office. The City has its own municipal court. The Department employs 25 sworn officers and 6 civilian staff and has a budget of \$4,080,000. All officers except the Chief of Police and Lieutenant are members of the Canby Police Officers Association. The Department responded to 16,800 calls for service in 2008.



Canby Police was recognized by the State of Oregon as a fully accredited police agency on June 11, 2004.

## THE POSITION

The Police Chief is appointed and supervised by the City Administrator. The Police Chief is a key member of the City's leadership team and is responsible for the management and administration of the Department, including protection of life and property, regulation of traffic, apprehension and detention of law violators, animal control, parking control and other related activities.

The Police Chief manages the preparation of the annual operating budget for the Department and directs the assignment of personnel and training programs. Additionally, the Police Chief coordinates City law enforcement activities with other governmental and law enforcement agencies.

The Police Chief attends law enforcement conferences to keep abreast of new trends in law enforcement. This is a highly visible position with significant public contact. The Chief must give high priority to building and maintaining effective communications with elected officials, the public, the media, the court system, and other agencies. The new Chief will also need to implement progressive policies and develop community outreach programs that will enhance the image of the Department.

## THE IDEAL CANDIDATE

The City is seeking a highly ethical, principled, and accountable law enforcement professional who has demonstrated leadership and management skills. The ideal candidate must have a successful law enforcement career, including comprehensive technical knowledge of modern practices and proven techniques of police management.

The ideal candidate will stay current in national policing principles and will have the ability to think strategically about future policing in a growing and changing community. He or she will take a proactive approach to police policies and operations and will have competence in data-based decision-making to support recommendations and actions. The ideal candidate should have strong command presence while being a results-oriented consensus builder who creates a positive work environment. Candidates should have a positive approach to problem-solving and should be innovative in the development of department programs.

The new Police Chief is expected to become knowledgeable about policing-related legislative issues, labor relations laws, and practices affecting law enforcement. Sound budgetary experience with skills to set priorities in the use of limited resources is essential.



The chosen candidate will have demonstrated abilities in leadership and administrative practices and principles, including budgeting, planning and forecasting, and the demonstrated ability to hold officers and non-sworn employees accountable.

The ideal candidate will be expected to be active in the community and to enact the City's

core values. The ideal candidate will be a superb communicator and concise writer and will be expected to be a positive representative of the City and the Department at all times. This person must have a sense of humor, excellent interpersonal skills, flawless integrity, and be a good listener who is accessible.

### **EXPERIENCE & EDUCATION**

This position requires a bachelor's degree from an accredited college or university in criminal justice, public or business administration or related field, and over eight (8) years of progressively responsible law enforcement experience, including five (5) years in a senior level, supervisory position. A combination of experience and training may substitute for formal education. A master's degree and/or completion of the F.B.I. National Academy or equivalent advanced program is preferred. Prior experience as a Police Chief is preferred but not required. Certification or ability to obtain DPSST Executive Certificate within one (1) year of appointment is required.

### **COMPENSATION**

- **\$82,956 to \$110,184**
- Holidays – 10 plus 1 personal
- Paid Vacation
- Paid Sick Leave – 96 hours per year
- Administrative Leave – 55 hours per year
- Participation in Oregon PERS/OPSRP retirement plan. City makes the 6% employee contribution in addition to salary
- Medical, Dental, Vision, Ortho
- Life Insurance and Long Term Disability
- Deferred compensation plan



For more information, please visit:  
[www.canbypolice.com](http://www.canbypolice.com)

---

The City of Canby is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 9, 2009** (first review, open until filled). To apply, please send a completed application, letter of interest, answers to the supplemental questions and resume to Prothman via email at [humanresources@prothman.com](mailto:humanresources@prothman.com) or regular mail. The supplemental questions and application form can be found at [www.prothman.com](http://www.prothman.com).



206 368 0050 {ph} 206 368 0060 {fx}  
 3633 136<sup>th</sup> PL SE, Suite 206 Bellevue, WA 98006  
[humanresources@prothman.com](mailto:humanresources@prothman.com) [www.prothman.com](http://www.prothman.com)