



Washington

POLICE CHIEF

\$125,000 - \$144,909

Plus Excellent Benefits

Apply by

October 3, 2021

(First Review, Open Until Filled)

PROTHMAN



BRIER, WASHINGTON



Bordered by Mountlake Terrace to the West, Lynnwood to the North, Bothell to the East, and Lake Forest Park and Kenmore to the South, Brier is a small, suburban, residential town located about 15 miles north of the City of Seattle in southern Snohomish County, Washington. Covering just 2.13 square miles, the city has a population of 6,600, and is mainly a residential “bedroom” community. Perfect for single families, Brier offers eight parks, a skate park, tennis courts, and an elementary and middle school that are a part of the Edmonds School District. Throughout the City of Brier’s history, development has resulted in an area characterized by large homesites, wooded and semi-rural in nature. The city aims to retain and maintain the basic, original, spacious and semi-rural wooded character of the area, and to remain as a relatively small, simple and intimate community. Each year, Brier residents enjoy a number of community events including the highly anticipated Sea-Scare, a Pirate themed parade down Brier Road that attracts everything from hot rods to horses and happens every Summer the week after SeaFair in Seattle. Other favorite events include a Traditional Egg hunt and the wonderful Holiday Tree lighting ceremony held every year at Brier Park.

THE CITY

The City of Brier operates under the Strong Mayor form of government. The Mayor is elected by the citizens of Brier to head the administrative branch of city government. The Mayor directs all city operations, projects and programs and administers all policies and laws adopted by the City Council. The City’s seven-member City Council members are elected every two years to four-year, staggered terms with one member at large that serves a two-year term through non-partisan, citywide elections.



The City operates on a 2021 budget of 7,695,203 including a general fund of 3,663,563, with 19 FTEs from five departments including Clerk-Treasurer, Police, Public Works, Planning, and Building Inspection/Code Enforcement.

THE DEPARTMENT & POSITION

The Brier Police Department offers a full range of police services from Animal Control, Crime Prevention, Patrol and Investigations to Fingerprinting and a Traffic Violations Bureau. The commissioned staff provides 24/7 coverage throughout the department’s jurisdiction and stand ready to assist neighboring agencies when mutual aid needs arise. The department strives to utilize the best technology available to provide public safety, ensure excellent investigations and successful prosecutions. In Brier, the public and the police work together to ensure the overall safety of the community. This partnership is critical in maintaining the City of Brier’s high quality of life and allowing the department to proactively respond to emerging issues confronting the community.

When fully staffed, the department has eight (8) FTEs and operates on a 2021 budget of \$1.2 million. The Police Department consists of the Chief, one supervisory position such as a Lieutenant or Sergeant, five patrol officers, and one police records clerk. Currently, the department is staffed by a records clerk and two officers. The department responds to approximately 5000 calls for service each year. (*2019: 5001 calls/pre-COVID; 2020: 4169 calls/during COVID).

Under the direction of the Mayor, the Police Chief is responsible for the organization, operation and performance of the Police Department. The Chief establishes and maintains organization and structure within the Police Department which will provide for maximum efficiency and effectiveness in providing law enforcement services to the City, and enforce City policies, regulations, safety and health standards, legal requirements and all other applicable operating and administrative procedures and practices. The new chief will be a “working chief” and will need to maintain excellent communication with elected officials, the public, local media, community organizations and other law enforcement agencies.

For a full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

1. Community Relationships and Policing: The Department prides itself in providing and cultivating proactive, personable services. The Brier Police Department embraces an open relationship with its citizens, neighboring police departments, and government organizations. The Brier Police Department will continue to strive to meet the needs of the community and enforce laws in a uniform and fair manner to preserve and maintain the safety of our neighborhoods, schools, and businesses.

2. Quality Hires and Training: The new Chief will need to focus on hiring quality officers while ensuring retention of those already in the department. Additionally, the next Chief will continue to ensure current and future officers are trained and up to date on policing best practices.

IDEAL CANDIDATE

Education and Experience:

A bachelor's degree in criminal justice administration, public administration, police science, or a related field and seven (7) years of progressively responsible law enforcement experience as a commissioned officer, including five (5) years in senior law enforcement management is required. Candidate must possess a valid Washington State Driver's License within two months of employment.

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



Necessary Knowledge, Skills and Abilities:

- Demonstrated strong leadership abilities and communication skills.
- A willingness to actively participate and be a contributing member of the city management team.
- The ability to be in uniform a majority of the time when on duty and be available to handle occasional calls if necessary (patrol).
- Experience having a proactive and progressive vision for department development.
- Effective budgeting knowledge and skills.
- Past experience in bringing creative ideas for retaining and recruiting personnel.
- The ability to keep abreast of current policing practices and training methods.
- The ideal candidate will value community/policing partnerships and develop outreach programs for a largely residential community.
- Experience developing and maintaining effective relationships with allied criminal justice agencies.
- The ability to develop solid public relation outreach options, and present public/council presentations.

COMPENSATION & BENEFITS

- **125,000 - \$144,909**
- Medical, Dental and Vision Insurance
- Employee Assistance Program
- Life Insurance (\$75,000 Policy)
- 12 Days' Sick Leave per Year
- 3 Weeks' Vacation per Year
- 10 Paid Holidays
- 2 Floating Holidays

**For more information,
please visit:
www.ci.brier.wa.us**

The City of Brier is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 3, 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 Brier, WA – Police Chief**", and click "**Apply Online**", or click [here](#).



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