



WASHINGTON

POLICE CHIEF

**\$118,164 - \$150,828**

*Plus excellent benefits.*

*Apply by*

**March 19, 2023**

*(First Review, Open Until Filled)*

***PROTHMAN***



## WHY APPLY?



This is an excellent opportunity to join an organization with strong support from the City Council, City Management team, and community, in a region that is financially sound with close proximity to an abundance of recreation and outdoor activities, an international airport, and excellent medical services. If you are looking to be a Police Chief in a small and supportive community with low crime, this is the position for you.

## THE COMMUNITY

The City of Fircrest is centrally located just 32 miles south of Seattle and 31 miles north of the state capital. Covering 1.6 square miles, Fircrest was the first master-planned community in the state of Washington. With over 30 chain saw sculptures, six beautiful parks, an urban forest of fir trees, and friendly, active neighborhoods, Fircrest is known as a residential oasis nestled between the cities of Tacoma and University Place and has earned its title as "The Jewel of Pierce County". The City is also tucked in the shadow of Cheney Stadium, home to the Seattle Mariners AAA affiliate, the Tacoma Rainiers, and is not far from Chambers Bay Country Club, the site of the 2015 U.S. Open. The City is also home to the Fircrest Golf Club, a 160-acre, 18-hole golf course that has stood the test of time for nearly 100 years and fits perfectly among the premier private golf clubs in the Puget Sound region. Home to 7,215 residents, Fircrest has a strong local history and residents who are active and passionate in the community. Every summer, local events include Movie & Picnic in the Park, Fircrest Fun Days, and an award-winning National Night Out which includes many booths featuring local artists and businesses, live music, and fireworks. The City continues to work hard to keep its reputation of a quiet, residential community with attractive, livable neighborhoods and fine recreational facilities, and is looking to be supportive of carefully planned economic development that provides a foundation for continued prosperity for the community.

To learn more about the Fircrest community, please visit:

[www.cityoffircrest.net/about-fircrest](http://www.cityoffircrest.net/about-fircrest)

## THE CITY

The City of Fircrest operates under a Council-Manager form of government. The City of Fircrest is comprised of seven departments and offices in four buildings all intent on providing its citizens with efficient, courteous, and professional services. City departments include Administration and Personnel, Finance/IT, Municipal Court, Parks & Recreation, Planning & Building, Police, and Public Works. The City operates on a 2023 budget of \$32.7 million and employs 37.5 FTEs.

## THE DEPARTMENT

The Fircrest Police Department operates on a 2023 budget of \$2.2 million and employs approximately 12 FTEs. The mission of the Fircrest Police Department is to work in partnership with the community to protect life and property and to enhance the quality of life in the City through proactive problem solving, fair and equitable law enforcement, and effective use of resources. Functions and programs include patrol, traffic enforcement, investigations, crime prevention, emergency response, narcotics, vice related activities, school lunch buddies' program, school safety programs and special services. The Department is committed to building relationships with community members while providing the highest level of service to keep the City's citizens safe.





## THE POSITION

Under the direction of the City Manager, the Police Chief exercises supervision over all police department staff directly or through subordinate superiors. The position is responsible for developing policies, procedures, departmental goals, and yearly work plans for the Department in order to implement directives from the City Manager. The City's current Police Chief is retiring after 40 years with the Fircrest Police Department. The incoming Police Chief is expected to invest in the community through active participation in local groups and organizations, be invested in community policing efforts, and maintain a balance between community involvement and proactive policing efforts.

For a full job description and to view the detailed responsibilities of the position, please view the attachment found [here](#).



## THE IDEAL CANDIDATE

### Education & Experience:

- Graduation from an accredited four-year college or university with major coursework in police science, law enforcement, criminal justice, public administration, or a closely related field;
- Seven (7) years of increasingly responsible, broad, and extensive experience in law enforcement experience, including three (3) years of which must have been in a police supervisory capacity;
- OR any equivalent combination of education and experience sufficient to successfully perform the essential duties of the job listed above may be substituted on a year-to-year basis.
- Completion of the Washington State Criminal Justice Training Commission Basic Law Enforcement Academy (BLEA) or equivalent.
- WA BLEA certification or equivalent.



### Necessary Knowledge, Skills, and Abilities:

- Strong decisive leadership and effective communication skills.
- A collaborative style of management.
- Exceptionally strong "people skills".
- A strong visible presence, as well as active investment in the community.
- Good political acumen.
- Well-rounded in both operational and administrative aspects of policing.
- The ability to listen and accept alternative ideas and points of view.
- Commitment to the professional development of department employees.
- An understanding of hiring and retention best practices.
- The ability to hold members of the department accountable at all levels, including self-accountability.
- A solid understanding or ability to learn Washington laws.
- Knowledge of collective bargaining.
- Experience developing or overseeing a police department budget.
- Strong writing and presentation skills.
- Experience managing grants.
- A willingness to wear a uniform and take or follow-up on calls as staffing levels require.
- A background in evidence-based recruitment and retention efforts.

## COMPENSATION & BENEFITS

- **\$118,164 - \$150,828 DOQ**
- Medical - Regence employee cost share portion is 10%.
- Dental – Delta Dental – No cost for employee and family.
- Vision – VSP – No cost for employee and family.
- 11 paid holidays.
- 1 floating holiday.
- Life insurance – no cost to employee.
- DRS retirement.
- MissionSquare Deferred Comp plan (Roth available).
- Vacation and sick leave.



**To learn more about the  
City of Fircrest, please visit:  
[www.cityoffircrest.net](http://www.cityoffircrest.net)**

The City of Fircrest is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 19, 2023**. This position is open until filled. Applications will be reviewed as submitted. Applications, supplemental questions, resumes, and cover letters will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on "**Open Recruitments**", select "**City of Fircrest, WA – Police Chief**", and click "**Apply Online**", or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



**PROTHMAN**

**[www.prothman.com](http://www.prothman.com)**

371 NE Gilman Blvd., Ste 310  
Issaquah, WA 98027  
206.368.0050