



DEPUTY CHIEF OF POLICE

\$111,616 - \$131,864

Plus Excellent Benefits

Apply by

June 15, 2025

(First Review, Open Until Filled)

PROTHMAN



WHY APPLY?



Located on the scenic Washington Coast, the City of Ocean Shores is known for its stunning natural scenery and outdoor recreational opportunities which make the city a popular tourist destination. Residents enjoy the perks of small-town life with many large urban cities nearby.

Ocean Shores is committed to maintaining its character, preserving its charm, and protecting its natural beauty, while growing its economy and enhancing what makes it a special Pacific Northwest coastal town. If you are an experienced law enforcement professional looking for a rewarding career opportunity in a community well on its way to a bright and exciting future, this is the right position for you!

THE COMMUNITY

Developed in the 1960's, the City of Ocean Shores has become one of Washington's most popular retirement and resort destinations. Ocean Shores is situated on a 9.3 square mile peninsula at the mouth of Grays Harbor, Washington - the only deep-water port on the Pacific coast north of San Francisco. Ocean Shores offers six miles of sandy beaches extending north another fifteen miles, all the way to the community of Moclips. The City also enjoys twenty-three miles of interconnecting lakes and canals, plus scenic bayside properties. The community is home to nearly 7,600 full-time residents and experiences roughly 5 million visitors annually attracted by over 1,300 oceanside overnight accommodations offering fireplaces, swimming pools, spas, and full kitchens.

Nearby recreational opportunities include world-class bird watching, exploration of the 1,226 acre Oyhut Wildlife Recreation Area and Protection Island, year-round fresh water, salt water and surf fishing, clamming in season, whale watching, camping at Ocean City State Park, kite flying, sandcastle building, moped rentals, horseback riding on the beach, beachcombing, boating, playing at the Quinault casino, and every visitor's favorite pastime - simply walking on the beach. The City also offers an eighteen-hole championship golf course, many intriguing shops and restaurants.



With 120 miles of streets, exploring Ocean Shores by car, bicycle or one of the many rental mopeds or pedal vehicles is always an adventure. Winter in Ocean Shores is perfect for relaxing in front of a roaring fire with a good book while the winter storms and crashing waves rage outside your window, and visiting the North Jetty where wildlife is abundant and the spray from huge waves hitting the rocks shoots sea spray twenty feet into the air.

THE CITY

The City of Ocean Shores operates under the Mayor/Council form of government. The City Council consists of seven members with both the Mayor and Council elected every four years.

Ocean Shores operates on a 2025 budget of \$43,586,487 with 96 FTEs. The City offers a full range of services from 10 departments including the Mayor's Office, Finance/City Clerk, Police, Fire/EMS, Public Works, Human Resources, Library, Court, Convention Center, and Facilities & Maintenance.

THE DEPARTMENT & POSITION

The Ocean Shores Police Department is a proactive, professional organization that takes great pride in its interaction with and support of the community. The department is composed of Police Chief Neccie Logan, the Deputy Chief, four sergeants, 11 patrol officers, two animal control/code enforcement officers, a records clerk/evidence room technician, an administrative assistant, and a dedicated group of citizen patrol volunteers.

The department also operates a Marine Patrol Division, which serves the city's 26 miles of interconnected freshwater lakes and canals. This division includes five officers who focus on maintaining public safety and educating the boating public.

The Ocean Shores Marine Patrol conducts marine rescues, vessel inspections, and patrol duties such as speed enforcement. Their primary mission is to ensure individuals are adhering to boating safety regulations while using the city's freshwater canals and lakes.

In 2024, the department averaged 783 calls for service per month and operated with an annual budget of \$2,643,567.

The Deputy Chief of Police is part of the City's management team and reports directly to the Chief of Police. The Deputy Chief provides supervision and leadership for police department staff, and budgetary management and oversight. The selected Deputy Chief will possess grant seeking and oversight capabilities, provide strategic planning, have excellent interpersonal skills, and possess strong oral and written communication skills.



OPPORTUNITIES & CHALLENGES

Upcoming Chief Retirement

The current Chief will be retiring in April of 2026. Ideally, the newly appointed Deputy Chief will integrate seamlessly into the department and community, positioning themselves as the natural successor to the Chief role. This will require a candidate with demonstrated leadership abilities, a strong understanding of the community's political landscape, and the ability to maintain impartiality when addressing public concerns. The ideal candidate will be someone who can uphold and represent the rule of law with professionalism, while also demonstrating sensitivity to the values and expectations of the community.

Leadership in Major Capital Projects

One of the most significant upcoming initiatives is the planning and development of a new police station. This project will require someone who can contribute meaningfully to long-range facility planning, community engagement, and coordination with city leadership. The new Deputy Chief will be a part of helping shape a modern, efficient, and community-centered facility that supports the department's growing operational needs.

Recruitment and Workforce Development

The Deputy Chief will be expected to lead innovative strategies to attract, retain, and develop top-tier law enforcement professionals. Creating a sustainable department that can utilize succession planning will be essential to maintaining the high standards and strong reputation of the Ocean Shores Police Department.

Navigating and Supporting Community Growth

Ocean Shores is experiencing ongoing growth, which brings new challenges and opportunities for public safety. The incoming Deputy Chief will need to work closely with city leadership and community stakeholders to ensure the department is prepared to meet increasing demands, while maintaining strong community ties and proactive policing strategies.

Community Support and Engagement

The local community is very supportive of the police department, which creates a strong foundation for continued collaboration. The incoming Deputy Chief will continue department transparency, increase community outreach, and ensure that maintaining public trust remains a top priority of the department.

IDEAL CANDIDATE

Education and Experience:

- An associates degree in police science, public administration or closely related field with a bachelor's degree preferred OR training and experience that equates to an AA.
- Five (5) years of experience with a law enforcement agency at the rank of Sergeant or above.
- Demonstrated increasingly responsible law enforcement supervisory/management experience.
- Must hold Washington State Police Officer Certification or have graduated from an out of state basic academy meeting equivalency requirements for the State of Washington and obtain Peace Officer Certification through the equivalency program within six months of hire. This requires having been employed as a police officer within the past two years.
- A personal history consistent with the ability to perform as Deputy Chief of Police with conduct, attitudes and appearance that conform to the high standards of the City and the profession is required.
- Must pass a complete background investigation which includes a polygraph examination, psychological examination, medical examination, and credit check.
- Must be a US Citizen (RCW 35.21.333)
- Must have a valid Washington State Driver's License and driving record acceptable to the City's insurance carrier and the Ocean Shores Police Department.
- It is preferred that the selected candidate becomes a resident of Ocean Shores, or lives within a 30-mile drive of the police station.



Necessary Knowledge, Skills, and Abilities:

- Proven leadership skills, with the ability to navigate the political dynamics of a small, engaged community.
- Maintains professionalism and neutrality in the face of public scrutiny, while representing the rule of law with empathy and respect for community values.
- Skill as a proactive "doer" who will work in partnership with the Police Chief, Mayor, City Administrator, and City Council.
- The ability to bring a forward-thinking approach to problem-solving and arrives at the table with solutions, not just concerns.
- Demonstrated honesty, transparency, and a sincere understanding of Ocean Shores' unique character. The City is looking for a leader who is ready to make a long-term investment in the department and the people it serves.
- An understanding and respect of the role of elected officials in setting policy and providing direction, and the skill to support and implement that vision through strong operational leadership within the department.
- Experience in departmental administration, budgeting, and managing resources effectively.

- Proven ability to maintain strong community relationships and foster trust through transparency and accessibility.
- The ideal candidate will lead by example and will not be afraid to step into the field. This will include a willingness to back up patrol officers, respond to major incidents, and offer investigative insight and support when needed.
- The selected candidate will have a sense of humor, thick skin, and the flexibility to take on responsibilities beyond the written job description, and be dependable and steady in high-pressure or unpredictable situations.
- Skills as an excellent communicator, both in writing and in person, who has the ability to connect with officers, city staff, residents, and the media.
- Experience building strong community relationships through active engagement and respectful dialogue.
- The ideal candidate will take time to understand Ocean Shores (a rural, remote community with a significant retirement and tourism population) and use that understanding to guide decisions and department priorities.
- A comfortability with leading and supporting a younger generation of officers, and the willingness to take time to explain the “why” behind decisions, fostering growth, accountability, and retention across the department.

COMPENSATION & BENEFITS

- **\$111,616 - \$131,864 DOQ**
- Annual Salary Review
- Medical, Dental, and Vision Insurance
- Deferred Compensation (6.5%)
- Health Reimbursement Account
- Life Insurance (\$50,000)
- Paid Time Off - Starts at 192 Hours/Year. Increases with Longevity. Negotiable.
- Potential Repaid Relocation Expenses.
- 11 Paid Holidays
- Provided Uniforms
- Longevity Incentive Pay



**For more information on the
City of Ocean Shores, please visit:**

www.osgov.com

The City of Ocean Shores is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **June 15, 2025** (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 Ocean Shores, WA – Deputy Chief of Police**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.

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