



WASHINGTON

POLICE CAPTAIN

\$130,000 - \$135,000

Apply by
August 30, 2026
(First Review, Open Until Filled.)

PROTHMAN



THE COMMUNITY



Quincy is a city in central Washington located in Grant County, approximately 30 miles northwest of Moses Lake, 30 miles southeast of Wenatchee, and about 150 miles east of Seattle.

Situated within the Columbia Basin, Quincy is home to approximately 8,100 residents. The community has evolved from an agricultural center into a regional hub for data infrastructure and energy-intensive industries, supported by some of the lowest electricity rates in the country.

Quincy sits at an elevation of approximately 1,300 feet within a broad, semi-arid plateau shaped by the Columbia River and Ice Age flood events. The surrounding landscape is defined by irrigated farmland, basalt formations, and open terrain. The climate is classified as semi-arid, with hot, dry summers and cool winters. The region has an annual precipitation of approximately 8 inches, with most rain occurring during late fall and winter months.



Housing in Quincy consists primarily of single-family homes, with a mix of established neighborhoods and newer developments reflecting recent population and employment growth. Residential areas are generally low-density and organized around schools, civic facilities, and agricultural land uses. The community retains a compact, small-town build, and has seen gradual outward expansion tied to economic development, with several data centers now located in the region, and additional infrastructure in the works.

The Quincy School District serves local students through multiple elementary, middle, and high schools, including a recently constructed high school campus. Healthcare access has expanded with the newly constructed Quincy Valley Medical Center. The city is connected via State Route 28 to Interstate 90, providing regional access throughout the Columbia Basin. Commercial air service is available at Pangborn Memorial Airport, located approximately 30 minutes away, with direct service to Seattle-Tacoma International Airport.

Recreation in Quincy reflects both its natural setting and its role as a regional destination. The nearby Gorge Amphitheatre, located about 10 miles southwest of the city, is one of the most recognized outdoor concert venues in the United States, drawing national touring acts and seasonal audiences. The Quincy Lakes Unit/Columbia Basin Wildlife Area offers lakes, trails, and habitat for fishing, hiking, and bird-watching, with terrain shaped by basalt cliffs and coulees. The Columbia River provides opportunities for boating and water recreation, including access at Crescent Bar, located approximately 10 minutes from the city.

Quincy also serves as a gateway to outdoor destinations across North Central Washington, including Leavenworth and Lake Chelan, offering year-round recreation such as skiing, hiking, boating, and agritourism. Within the city, parks, athletic facilities, and planned investments, including a regional sports complex and aquatic center, support community recreation and events tied to its agricultural heritage.

Together, these characteristics position Quincy as a connected community where agriculture, industry, and access to regional recreation support a balanced and continuously evolving quality of life.



THE CITY

The City of Quincy operates under a mayor-council form of government, with the Mayor serving as chief executive and the City Council providing legislative authority and policy direction. The Mayor is supported by a City Administrator who oversees daily operations and coordinates service delivery across departments. The City provides a full range of municipal services with approximately 66 full-time equivalent employees and a total 2026 budget of \$107 million. Mayor Worley was elected to City Council in 2002 where he served until the end of 2017, when he was elected Mayor for the City of Quincy.

City functions are organized across the following primary departments: Building, Engineering, Public Works, Parks and Recreation, Police, Finance, City Clerk, Fire Services, and Library. These departments collectively support infrastructure, public safety, financial management, regulatory functions, and community services, with certain specialized services supplemented through contracted arrangements.



THE DEPARTMENT

The Quincy Police Department is a full-service law enforcement agency dedicated to providing professional, responsive, and community-focused public safety services. The Department partners with the community to reduce crime and the fear of crime while increasing the livability of the city. Through strong community relationships and a commitment to quality service, the Department provides a full complement of law enforcement, records, administrative, community service, animal control, and animal shelter services. The Department operates with 2026 budget of approximately \$5.7 million and is supported by 31 full-time equivalent employees. Police Department staffing includes the Chief of Police, one Captain, 20 Police Officers, one Community Service Officer, three Records Clerks, and one Administrative Assistant. The Department also oversees the City's Animal Shelter, which is staffed by one Manager and three Animal Assistants.

THE POSITION

Reporting directly to the Chief of Police, the Police Captain serves as the Department's senior operational leader and is responsible for the day-to-day management, direction, and performance of police operations. The Captain provides leadership and oversight to department employees, including sergeants, officers, detectives, and professional staff, and ensures that personnel are effectively trained, supervised, and equipped to provide professional, ethical, and community-focused police services.

The Captain oversees patrol, investigations, and clerical operations; establishes operational priorities; implements departmental policies; evaluates performance; and manages staffing and resources. The position also coordinates critical incidents and major investigations, supports budget development and strategic planning, participates in labor and personnel matters, and works closely with City leadership, partner agencies, schools, prosecutors, and community organizations. As a member of the Department's executive leadership team, the Captain promotes accountability, innovation, employee development, and continuous improvement and may serve as Acting Chief of Police when designated.

To view the full job description, please see the attachment provided [here](#).

OPPORTUNITIES & PRIORITIES

The next Police Captain will join the Department during an important leadership transition created by the retirement of the current incumbent. An early priority will be to establish a strong working partnership with the Chief of Police, learn the culture of the organization and community, and provide continuity while identifying opportunities to strengthen departmental systems and practices.

The Captain will help advance a clear and consistent approach to performance management and accountability. This includes clarifying expectations, supporting effective supervision, addressing performance concerns, and reinforcing a positive workplace culture that promotes professionalism, communication, and employee engagement.

Another significant opportunity will be to strengthen recruitment, retention, training, and succession planning. The Captain will help the Department attract talented employees, expand staff-development opportunities, and prepare promising employees for future supervisory and leadership roles.

The Captain will also support the Department's continued connection with Quincy's growing and vibrant community. By building productive relationships and maintaining a visible presence, the Captain will help ensure that departmental priorities remain responsive to community needs and expectations.



THE IDEAL CANDIDATE

The ideal candidate will be an experienced and forward-thinking law enforcement professional who is ready to take the next step into a senior leadership role. The successful candidate will bring a strong understanding of contemporary policing, department operations, personnel administration, performance management, and employee development.

Quincy is seeking a leader who sets clear expectations, communicates effectively, and balances accountability with employee support. The ideal candidate will be comfortable making difficult decisions, addressing concerns directly, and holding employees accountable while remaining fair, approachable, and committed to the success of the team.

The Captain will also serve as a visible representative of the Department and a trusted partner to the Chief. Exceptional interpersonal, communication, and presentation skills are essential, as the position regularly interacts with City administration, elected officials, community members, and partner agencies. The successful candidate will understand community-focused policing and will actively engage with Quincy's growing and vibrant community. Experience developing, monitoring, and administering departmental budgets is also important.

The next Police Captain will be committed to becoming fully engaged in the culture of both the Police Department and the City. This is an excellent opportunity for an accomplished, rising law enforcement leader who values collaboration, accountability, professional development, and public service.

EDUCATION & EXPERIENCE

An associate degree, or at least two (2) years of college-level coursework in criminal justice, police administration, business administration, or a related field is required. A bachelor's degree is preferred. Candidates must have at least ten (10) years of progressively responsible law enforcement experience, including a minimum of two (2) years of police management experience at the rank of Sergeant or above. Advanced training in police management theory and practice is also required. Candidates must meet all requirements for a sworn law enforcement officer in Washington State, including certification or equivalency through the Washington State Criminal Justice Training Commission, and must successfully complete a comprehensive background investigation.

A valid Washington State driver's license and satisfactory driving record are required. Bilingual English and Spanish skills are highly desirable.



COMPENSATION & BENEFITS

- **\$130,000 - \$135,000 DOQ**
- Medical Insurance: 100% employer-paid premiums for the employee; family coverage available with the employer paying 50% of the premium cost.
- Life Insurance: Employer pays 50% of the premium cost.
- Supplemental Insurance: Dental and Vision plans are available (employee-paid).
- Retirement: LEOFF 2
- 12 Paid Holidays per year.
- 18 Days of Paid Vacation per year.
- Paid Sick Leave accrued at 4 hours per month.
- A take-home City vehicle is currently provided for employees who reside within a 20-minute response area.
- Remote work may be considered. The City has not yet adopted a formal remote-work policy.

To learn more about the City of Quincy, the Police Department, and the local community, visit:

www.quincywashington.us

www.quincypd.org

The City of Quincy is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **August 30, 2026** (first review, open until filled). Applications, resumes, cover letters, and supplemental questions will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "City of Quincy, WA – Police Captain", and click "Apply Online", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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