



POLICE CHIEF

\$117,564 - \$151,836

Apply by
November 8, 2026
(First Review, Open Until Filled.)

***P*ROTHMAN**



THE COMMUNITY



Located in southwest Washington, approximately 21 miles north of Vancouver, Woodland is a close-knit community of around 6,700 residents. Spanning portions of Cowlitz and Clark counties, the city offers a mix of residential neighborhoods, commercial businesses, and industry, with access to nearby urban amenities and an abundance of outdoor recreation.

Horseshoe Lake Park is the jewel of community life, providing opportunities for swimming, fishing, kayaking, picnicking, and gathering with friends and neighbors. The park's open spaces, playgrounds, and walking path offer places to enjoy the outdoors close to home.

Beyond the city, Woodland also serves as the southern gateway to the famous Mount St. Helens. Residents and visitors alike enjoy surrounding region by exploring the landscapes of Mount St. Helens and the waterways and forests that are unique to the Pacific Northwest.

Community traditions bring residents together throughout the year. Woodland's longstanding Planters Days celebration features parades, entertainment, and family activities, while Trick-or-Treat in the Street, Hot Summer Nights, and Movies in the Park provide additional opportunities to connect. These gatherings reflect a community where relationships matter and public safety professionals are encouraged to know the people they serve.



THE CITY

Incorporated in 1906, the City of Woodland operates under a Mayor-Council form of government with seven City Councilmembers. The Council sets policy direction, while the Mayor provides executive leadership for City operations. The City has approximately 43 full-time equivalent positions and provides services through its Clerk's Office, Treasurer's Office, Public Works, Community Development, and Police Department. Public Works is responsible for streets, water, and wastewater services, and the Public Works Director also serves as City Administrator. Fire services are provided through Clark-Cowlitz Fire Rescue.



THE DEPARTMENT

The Woodland Police Department provides law enforcement and public safety services to residents, businesses, and visitors, with a 2026 budget of roughly \$4.2 million. Department staffing includes three sergeants, one school resource officer, one detective, 11 patrol officers, and two clerks, and recruitment is underway for one vacant patrol officer position. The department responded to 8,606 calls in 2025, including suspicious vehicles, traffic stops, thefts, and parking complaints.

In addition to patrol and investigative services, the department provides concealed pistol licensing, background checks, fingerprinting, service of papers, and notary services. Regional partnerships extend the department's resources and capabilities. Woodland partners with Cowlitz County for court and jail services and with the City of Kelso for prosecuting attorney services. The department also works with surrounding law enforcement agencies to provide assistance outside city limits and share training opportunities. The department's priorities include maintaining staffing and retaining personnel, expanding training and officer wellness efforts, modernizing technology and equipment, and strengthening community policing and youth engagement. With a relatively young group of officers, the department offers an opportunity for an involved chief to support professional growth and help shape its continued development.

THE POSITION

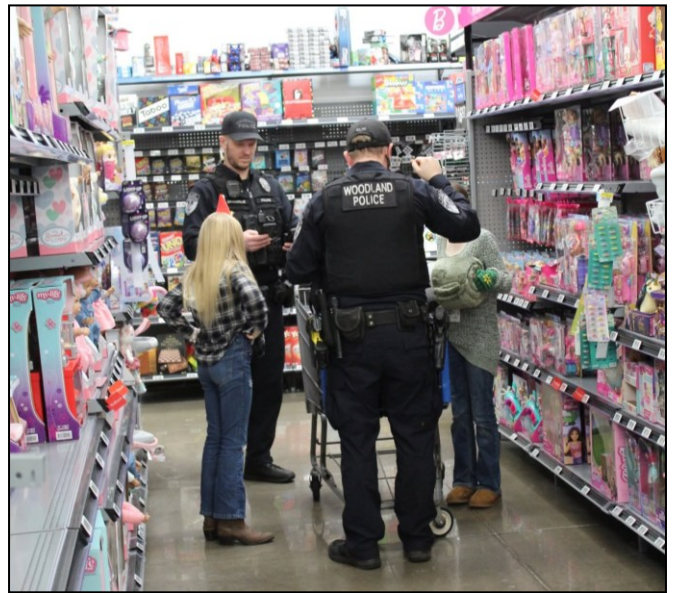
Under the general direction of the Mayor, the Police Chief plans, coordinates, directs, and evaluates all activities of the Woodland Police Department. The chief supervises department employees directly or through subordinate supervisors and provides leadership for patrol, investigations, administrative services, and community policing. This is a working chief position that combines administrative leadership with participation in police activities, including patrol, traffic control, investigations, and emergency response as needed.

The chief develops and implements departmental policies, procedures, and operational goals consistent with Washington law, City ordinances, and the direction of the Mayor and City Council. Responsibilities include personnel recruitment, training, performance evaluation, discipline, and the effective assignment of staff. The chief ensures that training addresses department needs and seeks opportunities to share resources with neighboring agencies.

The Police Chief prepares and administers the department budget, monitors expenditures and overtime, approves purchases, and maintains appropriate internal controls. The position also oversees equipment and facility needs, protects City assets, identifies potential liability concerns, and pursues grant funding when available.

As a member of the City's management team, the chief contributes to long-range planning and keeps City leadership informed of department activities and needs. The chief prepares monthly reports for the City Council, meets with the Public Safety Committee, serves as the local emergency response representative, and uses public communication tools to keep the community informed.

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



OPPORTUNITIES & PRIORITIES

Develop and support officers: Provide consistent coaching and direction for a relatively young department. Align training with operational needs, support officer wellness, and create opportunities for employees to build their skills and take on greater responsibility.

Strengthen community connections: Be visible and approachable throughout Woodland, building relationships with residents, businesses, schools, and community organizations. Encourage officers to participate in community life and get to know the people and neighborhoods they serve.

Build a positive, accountable team culture: Establish clear expectations, communicate consistently, and follow through on decisions. Support employees while maintaining professional standards and addressing concerns fairly and directly.

Manage resources and operations: Maintain effective staffing, support recruitment and retention, and evaluate technology, equipment, and facility needs. Connect budget requests to service priorities and make practical use of grants, shared training, and regional resources.

Provide sustained, hands-on leadership: Balance the administrative responsibilities of the role with active involvement in department operations. Maintain strong working relationships with the Mayor, City Council, City staff, and neighboring agencies while advancing the department's long-term development.

THE IDEAL CANDIDATE

The City of Woodland seeks a police chief who will be a visible, engaged leader in both the department and the community. In a small department, the chief's involvement makes a direct difference, so the ideal candidate will pair a strong working knowledge of Washington law and policing practices with sound judgment.

Within the department, Woodland's next chief will support and develop officers, set clear expectations, and build a positive, accountable team culture. Beyond it, they will encourage officers to get to know the people they serve and take part in community life. In a close-knit town like Woodland, the chief should also be comfortable building relationships with residents, businesses, city leaders, and neighboring agencies.

The City is looking for someone motivated to invest in the department's continued development and committed to the sustained, hands-on leadership the role requires. The right candidate will see this as an opportunity to make a lasting contribution to Woodland through staff development, strong partnerships, and consistent service.



**To learn more about the
City of Woodland and the local
community, visit:**

www.ci.woodland.wa.us

www.woodlandwachamber.com

The City of Woodland is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 8, 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 Woodland, WA – Police Chief**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



EDUCATION & EXPERIENCE

Requirements include a bachelor's degree in police science, administration of justice, or a related field from an accredited college or university, plus seven (7) years of police experience, including at least three (3) years at the rank of sergeant or higher. Candidates must have completed a basic law enforcement academy or a Washington State-recognized equivalent. An equivalent combination of education, training, and experience will be considered.

Candidates must hold or obtain a valid Washington State driver's license by the time of hire, with no record of suspension or revocation in any state. Current First Aid and CPR certifications are required or must be obtained within 30 days of hire. Candidates must also meet the department's physical standards and maintain all required certifications.

Within 12 months of hire, the chief must reside in Woodland city limits or within a 15-minute drive of the police department under normal conditions at posted speed limits. The City prefers that the chief live in Woodland.

COMPENSATION & BENEFITS

- **\$117,564 - \$151,836 DOQ**
- Medical, dental, and vision insurance.
- Life insurance.
- Washington LEOFF retirement system participation.
- Deferred compensation plan.
- Paid vacation and sick leave.
- Paid bereavement leave.
- Up to 96 hours of administrative leave annually.
- City-supported training and professional development, subject to approval and available funding.
- Take-home vehicle for work-related use.

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206.368.0050