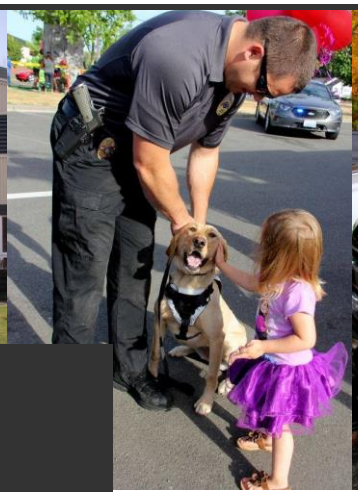

Job Announcement
Chief of Police – Fife, WA

FPD Mission

The Fife Police Department is a professional police agency that is reflective of the community and its needs. We are proud of our cooperative approach, always responsive and always connected. Providing for the safety and security of Fife residents and the community.

The City of Fife is seeking applications for the position of Chief of Police. The successful candidate will have a proven record of integrity, strong leadership, and the management, community outreach, and interpersonal skills to drive the Fife Police Department forward along the path of progressive delivery of police services.

Community Profile

With majestic Mount Rainier as its backdrop, the City of Fife is the Northern gateway to Pierce County, Washington. Incorporated as a City in 1957, Fife is known for its high-end retail auto and RV dealerships, and thriving warehouse, distribution and manufacturing. Once a small farming town, Fife has grown into a hub of community, industry, and retail opportunities. The City continues to foster new residential neighborhoods and has a population of 9,400. Conveniently located between Seattle-Tacoma International Airport and the Port of Tacoma, the City covers roughly 5.7 square miles of land between the Puyallup River and Puget Sound. A wonderful city to call home, with numerous established and proposed single-family and multi-family developments, Fife maintains a quiet neighborhood feel. There are seven parks to enjoy, with amenities that include an off-leash dog area, ponds, walking and biking trails, and ball fields and sports courts. An award-winning school district, free year-round special events, and miles of parks and trails add to Fife's distinction.

City Government

The City of Fife operates under a Council/Manager form of government. The City Council consists of seven members, elected at-large to four year terms who serve as the legislative branch of Fife's government. They are also responsible for appointing the City Manager and the members of the City's Commissions. The City Manager serves as the Chief Administrative Officer for the City and is responsible for the operations and management of all city operating departments. City departments include Community Development, Finance, Municipal Court, Parks and Recreation, Police, Detention Services, Public Works and Executive consisting of Administrative Services; City Clerk's Office; Human Resources; Information Technology and Marketing divisions. The City provides a full range of municipal services, with the exception of fire services, employs over 150 people in eight departments, and has a total city biennial budget of approximately $137M.

Fife Police Department

The Fife Police Department is a full-service police organization with approximately 42 FTEs and an annual budget of approximately $6 million. The core values of the Police Department are based on community orientated policing. Public safety, community involvement, and customer service are priorities of the department. It is an innovative department utilizing advanced technologies, partnering with regional resources to provide the best possible level of service. The Fife Police Department includes a Corrections Division which maintains a 36 bed Jail and provides thirty day holding and jail services for outside agencies. The Detention Services Dept. has an annual budget of approx. $4.7M and about 19 FTEs. The Department is heavily vested in the community. The largest complement of officers are assigned to the Patrol division. Other divisions and specialized units include Investigations, Emergency Mgmt., Traffic, Crime Prevention, Gambling Enforcement, Community Policing, and School Resource Officer.

Position Profile

The Police Chief is a non-civil service appointed position and reports to the City Manager. The position is currently vacant due to the retirement of the Chief. The Police Chief is a member of the city's senior management team and serves as an integral part of the municipal organization. The Chief is a recognized community leader and provides leadership and vision for the Police Department, advice to the City Manager, and guidance and education to the community. The Police Chief performs professional law enforcement work as head of administration and operations for the Police Department.

What We Are Looking For

The City is seeking a Police Chief who is dedicated and visible in the community and who embraces that community policing philosophy. The successful candidate will have outstanding relationship building skills and the ability to collaborate effectively with all stakeholders; accessible and responsive to the public, elected officials and city staff. The candidate will have substantial experience initiating and overseeing community policing and crime prevention programs; be a strategic, innovative thinker with good budget and financial management skills; strong intergovernmental relations skills with the ability to work with other police departments in the region to jointly address crime issues. A person who remains current on national policing trends and implements state of the art practices; excellent public relations skills with the ability to sustain the current transparency of the Police Department to the community. A competent, credible, compassionate, and consistent individual who can lead, mentor and empower staff. A person who is able to maintain and improve strong rapport and trust within the Police Department and between the Department and the community. Experience in tribal relations and working with other cultures would be extremely helpful. The candidate will have an indisputable reputation for high standards of ethical conduct, integrity and honesty and will be comfortable working in a high performing government where residents and businesses have high expectations for the delivery of police services. In addition to strong expertise in all facets of law enforcement and crime prevention, the selected candidate will have excellent leadership and administrative skills, outstanding communication and presentation skills, and the ability to solve problems. Candidates must demonstrate a track record of professionalism and integrity, striving for the highest ideals of public service and personal conduct.

Minimum Qualifications

Any combination of education and experience that provides the necessary knowledge, skill, and ability to be able to perform the functions of the position proficiently:

- Bachelor's degree in Criminal Justice, Public Administration or related field, with a graduate degree preferred. Graduation from the FBI National Academy, Northwestern School of Staff and Command, Senior Management Institute for Policing or similar law enforcement leadership institution is preferred.
- Seven years of progressive law enforcement experience including five years of demonstrated management experience in a Law Enforcement Agency of comparable or larger size and complexity to the Fife Police Department.
- The ability to obtain and maintain certification as a Washington State Peace Officer.
- Successful completion of a comprehensive background check including polygraph and psychological examination.

Salary and Benefits

Salary will be commensurate with experience, within the range of $107,691 up to $150,354 annually with a comprehensive benefits package which includes:

- FLSA: EXEMPT
- Vacation: 12 days per year, max accrual 30 days
- Sick Leave: 12 days per year, max accrual 200 days
- Holidays: 13 days per year
- Administrative Leave: 10 days per year
- Bereavement: Up to 5 days with pay per year
- Longevity: 3% upon 5th year and an additional 3% upon 10th year of employment
- Retirement: LEOFF
- City paid professional associations dues
- HSA/VEBA Health Reimbursement Account: $2,500 individual/$4,000 family, paid semi-annually
- $20,000 Life Insurance & Disability 100% paid by City
- High Deductible Medical, Dental w/dependent Orthodontia and Vision: 95% premiums paid by City for employee and dependents

Application Process & Deadline

The Washington Association of Sheriffs and Police Chiefs is assisting in the search process. Applicants must submit a packet including a resume (3 page max.), your response to the supplemental questions, and a detailed cover letter (1 page max.) that describes your experience, leadership style, and why you are interested in the position. **Packets are due by 8:00 AM on November 12, 2015** to be considered as part of the first review of candidates.

Packets must be submitted to the Washington Association of Sheriffs and Police Chiefs and to the attention of Deb Gregory at the contact information below. Electronic packets are preferred.

Mailing address: WASPC
Deb Gregory
3060 Willamette Drive N.E.
Lacey, WA 98516

Email: dgregory@waspc.org

Questions: Contact Michael Painter, Director of Professional Services
Washington Association of Sheriffs and Police Chiefs
Phone: (360) 292-7959 Email: mpainter@waspc.org

Please do not contact the police department employees with inquiries about this position

The City of Fife is an Equal Opportunity Employer. The City prohibits discrimination against any individual in regard to hiring, promotion, discipline or other employment practices. Everyone is treated equally regardless of age, gender, race, creed, color, national origin, sexual orientation or the presence of any physical, mental or sensory disability marital or veteran status, or any other basis that is protected by local, state, or federal law.

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Supplemental Questions

Fife Police Chief Candidates

Answers are restricted to one page maximum per question using 1" margins and at least 12 point font.

1. **Why do you want to be Fife's next Police Chief. What knowledge, skills and abilities uniquely qualify you for this position?**

2. **How would you communicate and maintain relationships with the community, elected officials, superiors, and department staff?**

3. **Describe innovative or creative policing solutions that you initiated and what were the outcomes?**