



PIERCE TRANSIT DEPARTMENT OF PUBLIC SAFETY SEEKS QUALIFIED APPLICANTS FOR DEPUTY CHIEF

PIERCE TRANSIT DEPARTMENT OF PUBLIC SAFETY

MISSION

The Mission of the Pierce Transit Department of Public Safety is to coordinate and lead Public Safety efforts within and around the transit system. We will preserve public peace and protect the rights of our clients, customers, and constituents. We will remain focused on the overall mission of the Agency, safeguard people and property, prevent crime, and provide quality safety and security services.

VISION

The Vision of the Pierce Transit Department of Public Safety is committed to total excellence in all tasks we have before us. Our Department is a leader in the transit industry, providing Problem Oriented Solutions in the areas of transit policing, security, safety, and emergency planning. Our Department is committed to utilizing partnerships and innovative technology to ensure a safe transit environment and experience.

- We Value honesty and respect
- Cooperative community partnerships
- Diversity in the workplace and community
- Integrity and accountability
- Adaptability and creativity
- Professional growth and commitment to excellence.



THE SUCCESSFUL CANDIDATE

As a member of the Office of Public Safety leadership team, the Deputy Chief must possess a demonstrated ability to effectively articulate and execute division goals and objectives. The ideal candidate has a proven record of success as a Deputy Chief or Senior Commander in a similar sized law enforcement agency. Peers would describe the ideal candidate as a decisive, proactive, analytical, collaborative and trustworthy leader with an inclusive style who is action orientated.

The Deputy Chief embraces the vision of problem-oriented policing and will be expected to facilitate the development and implementation of a community-based transit policing philosophy, while leading the special commission uniformed security division and physical security workgroup. Direct reports describe the person in this role as an effective leader who organizes work and delegates appropriately to others; who communicates regularly and effectively with his or her staff; who develops new leaders and actively promotes education and training; and who encourages a constructive workplace culture.

The Chief of Police is seeking a candidate that understands this is a high-profile position, requiring a significant amount of civic interaction and involving membership within many external committees. The Deputy Chief will provide representation at high-profile meetings and must represent that office with poise and diplomacy. Candidates should have labor negotiations, hiring and budgeting experience. Experience leading teams of cross-functional civilian and sworn staff. Success working with non-sworn co-workers is a bonus. They should have extensive experience with modern surveillance technologies and emergency planning, including threat and vulnerability assessment of transit facilities and physical assets. The Deputy Chief is a full-time law enforcement commissioned management position.



"Transit policing is all about teamwork. We need people that can put team above self and stay focused on the mission of Pierce Transit DPS."

-- Transit Police Officer Andy Gurrero

REQUIREMENTS

Candidates should have a bachelor's degree in Criminal Justice, Public Administration or a related field and must have eight years of progressively responsible law enforcement experience with at least three years of civilian supervisor experience; or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed. Prior police command level experience with mid-level certification through the Washington Criminal Justice Training Commission (CJTC) is preferred. Candidates must pass a stringent background investigation including polygraph and psychological testing. They must be a certified Washington Peace Officer or be eligible to attend the CJTC Equivalency Academy at the time of appointment.

COMPENSATION & BENEFITS

Pierce Transit has established a salary range from \$67,000 to \$99,600 annually (currently under review with the agency classification and compensation study). The starting salary is negotiable depending on qualifications.

BENEFITS INCLUDE:

Paid Leave: Full-time Pierce Transit Department of Public Safety employees receive 11 paid holidays, 12 days of sick leave and 13 vacation days per year.

Retirement: All employees of Pierce Transit Department of Public Safety are mandatorily included in the Washington State Public Employees' Retirement System. Disability retirement benefits are also available for those who qualify. Upon separation prior to retirement, employees' total contributions are repaid with interest. Employees are not covered under the Social Security System except for a 1.45% payment for Medicare.

Insurance Plans: Pierce Transit Department of Public Safety employees and their dependents (including domestic partners) may elect a medical and dental plan. Employees may also participate in a flexible spending account for eligible health care and dependent care expenses. Pierce Transit is self-insured for its worker's compensation program.

Deferred Compensation (457) Plan: Employees are eligible to participate in a 457 savings plan.



RECRUITMENT SCHEDULE

Position Open
April 25, 2012

Application Deadline
May 25, 2012

Interviews
Late June, 2012

Selection of Final Candidate
July, 2012



"The Transit Security Division of our Department of Public Safety is unique to the transit industry. No other agency in the state uses our model and so our leaders have to be just as unique and visionary."

-- Transit Security Officer Sarah Kirkman

FOUR TRANSPORTATION SERVICES ARE PROVIDED BY PIERCE TRANSIT

- **Local and Express Bus Service:** 38 Pierce Transit Routes, 8 Sound Transit Routes
- **SHUTTLE:** Specialized transportation for customers who are unable to use the fixed route bus system due to their disabilities.
- **Vanpool & Rideshare:** Ridesharing services include vanpools, Park & Ride lots, and efficient commute programs for more than 130 employers. Visit PierceTrips.com for commute options.
- **Regional Connections:** PT serves as a vital link in our regional transportation system.



PIERCE TRANSIT

Pierce Transit is made up of over 860 employees and is governed by a 10-member board of commissioners made up of local elected and appointed officials who oversee the Agency's operations.

The Department of Public Safety is made up of a unique combination of civilian Transit Security Officers and Physical Security specialists and sworn police officers contracted through the Pierce County Sheriff, Lakewood and Tacoma Police Department. Both security staff and sworn officers provide security and policing service of Pierce Transit facilities, bus routes, and coaches.

"Being a leader in the Pierce Transit Department of Public Safety is both challenging and rewarding. Coordinating the efforts of the Physical Security, Transit Police and Transit Security to the end goal of making the system safer for the employees and passengers is like no other job in Law Enforcement."

-- Deputy Chief Bill Cassio

HOW TO APPLY

All applicants must submit a packet including a resume and a detailed (two-page maximum) cover letter that describes your experience, leadership style, and why you are interested in the position. All packets are due by 5:00 p.m. on Friday, May 25, 2012. Packets must be submitted to the Washington Association of Sheriffs and Police Chiefs. Electronic packets are preferred.

Mailing address: 3060 Willamette Drive N.E.,
Lacey, Washington, 98516
Re: Attention Pierce Transit Deputy Chief
Email: jyoder@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 agency directly*



Equal Employment Opportunity: All qualified persons will be considered for employment without regard to race, color, religion, sex, national origin, age, political affiliation, sexual orientation, or disability status.

