



POLICE CHIEF

\$100,263 - 106,369

Plus Excellent Benefits

Apply by

January 6, 2013

(First Review, open until filled)

***P*ROTHMAN**



WHY APPLY?

Washington



Located on Liberty Bay, a sheltered arm of the scenic Puget Sound, Poulsbo is the fourth largest city in Kitsap County. Rich in history and scenic beauty, Poulsbo provides the right candidate a chance to live in a picturesque region that offers an abundance of outdoor activities such as fishing, biking, hiking, boating, and winter sports.

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If you are interested in working with an excellent Mayor and a dedicated staff in a supportive environment, and pride yourself in delivering quality police services, then this is the right position for you!

THE COMMUNITY

Poulsbo has a long history as a destination for immigrants from Scandinavia, particularly Norway and Finland. Liberty Bay and the majestic, snow-peaked Olympic Mountains to the west induced the Scandinavians to settle in Poulsbo because the area was so similar to the fjords of Norway. The historic waterfront town of Poulsbo is a hub of all things Scandinavian, with streets named Lindvig and Fjord, and a nickname of "Little Norway."



Today, downtown Poulsbo, nicknamed "Little Norway", maintains a Scandinavian theme in its shops and restaurants, and is a popular regional tourist destination. Facing the majestic Liberty Bay, the historic downtown is filled with boutiques, antiques, bookstores and lots of cafes and bars drawing visitors.

Covering 4.5 square miles and with a population of approximately 9,200 residents, Poulsbo maintains that small town charm, yet is conveniently located just a quick ferry ride away from downtown Seattle, a major metropolitan city. Three military bases are located in Kitsap County and many of Poulsbo's residents are employed at one of the federal bases or commute to metropolitan Seattle by ferry. In addition, Poulsbo has a large and active senior citizen population.



Offering panoramic views of Liberty Bay and the Olympic Mountains, Poulsbo is a thriving community with many amenities that attract tourists and encourage people to move to this area. With its picturesque downtown core of storefronts, Poulsbo offers unique shopping areas at Poulsbo Village and in College Market Place. Several beautiful parks throughout the city, a boardwalk along Liberty Bay, the Valborg Oyen Public Library, three marinas, interesting gift shops, and delicious bakeries makes Poulsbo a truly unique and special place to visit and live.

Poulsbo is home to many different public schools in the North Kitsap School District. North Kitsap High School, Poulsbo Middle School, and Poulsbo Elementary are at the heart of town, while Vinland Elementary, Breidablik Elementary and Pearson Elementary schools lie in the surrounding areas. Private schools include West Sound Academy and Christ the King Academy. Post-secondary undergraduate education includes Olympic College Poulsbo.

THE CITY

Poulsbo operates under a Mayor-Council form of government. The Mayor, elected by the people to a four-year term, is the executive officer of the city, coordinating the day-to-day activities. The council

is the policy-making branch and consists of seven members elected at large to staggered four-year terms.

Mayor Becky Erickson took office in January 2010. As the chief executive and administrative officer of the City, the Mayor is in charge of all departments and employees, ensuring that applicable ordinances and regulations are enforced and that law and order are maintained in the City. The Mayor presides over meetings of the City Council, reports to the Council concerning financial and other needs of the City, and makes recommendations for Council consideration and action.



THE DEPARTMENT & POSITION

Mission

To coordinate and lead the efforts within our community to preserve the public peace, protect persons and property, prevent crime and generally provide assistance to citizens in urgent situations.

The Poulsbo Police Department is a Washington State accredited agency and has a Chief and Deputy Chief, 10 patrol officers, 1 detective, 3 sergeants, 1 support services manager, and 1.5 police clerks. The Department has an operating budget of \$2,350,097 million for 2012.



The Police Chief is appointed by and serves at the discretion of the Mayor. The Police Chief plans, organizes, directs and controls the functions of the

police department and develops and implements policies and procedures to protect life and property through law enforcement and crime prevention work. Duties of the Police Chief include:

- Provides executive direction to Command staff and other selected staff to ensure the Department goals and objectives are met.
- Directs Department administrative activities including personnel, budgeting, capital expenditures program, development of annual plans and objectives and long-range planning.
- Represents the Mayor and City at meetings related to law enforcement activities and education.
- Performs a variety of community relations activities to establish and maintain an effective public image and communication network for the Department.



The current Police Chief, Dennis Swiney, has served Poulsbo since 2007, and is leaving to pursue retirement.

CHALLENGES FACING THE NEW POLICE CHIEF

➤ **Traffic Congestion**

The City and County have both continued to grow while the road system has lagged behind, causing congested roads and commuters looking for faster routes to get around back-ups. Often they choose to commute through residential neighborhoods. This results in a lot of citizen complaints and the perception that their residential streets are being turned into a free-way.

➤ **Rapid Growth**

The City has annexed much of its urban growth area, greatly increasing the size of the community the Police Department patrols. Additionally, there are a number of residential and commer-

cial developments under construction. All of this growth results in increased calls for service and demands on the Police Department.

➤ **Improving Technology**

The Department would like to continue to be a partner in the LINX (Law Enforcement Information Exchange) system that was funded through the Naval Criminal Investigative Service. This data mining warehouse system has combined the criminal information data of numerous law enforcement agencies into one easily searchable system.

➤ **Regional Cooperation**

The Department would like to continue participating in the West Sound Narcotics Enforcement Team (WestNET) which was recently honored as the highest achieving regional narcotics task force in the state of Washington.

IDEAL CANDIDATE PROFILE

The City of Poulsbo is seeking a principled, accountable law enforcement professional with excellent leadership skills. This individual will bring a thorough knowledge of community policing, police management practices and a comprehensive technical knowledge of police services. Previous experience in an organization that is undergoing rapid change and growth is desirable.



The ideal police chief candidate will be a successful manager and leader from a progressive, well-managed organization and will demonstrate comprehensive technical knowledge of modern practices and proven techniques of police management. He or she will have a proven track record of delivering results, building accountability for staff, and creating a positive working environment cha-

racterized by consistent management throughout all levels of the organization.



Those applying must be able to demonstrate personal and professional integrity and have a strong and confident presence. He or she will lead by example, and have a reputation for successful follow-through and consistent implementation of programs and policies. The ideal candidate will have demonstrated abilities in leadership and administrative practices and principles, including budgeting, planning and forecasting. He or she will be expected to be active in the community. The ideal candidate will be a superb communicator and concise writer and will be expected to be a positive representative of the City and the department at all times.

Poulsbo currently enjoys a very low crime rate, so the ideal candidate must be current in policing principles and must show the ability to think strategically about future policing in a growing and changing community. A working knowledge of the Washington State accreditation process and an excellent understanding of Washington State labor practices, combined with successful experience in working with police guilds or unions is a plus.

The new chief will have a strong command presence while being a results-oriented consensus builder who creates a positive work environment. Candidates should be able to organize and express ideas through excellent oral and written communication to a wide variety of audiences, such as the Mayor, City Council, community groups, and other boards and committees. The ideal candidate will be a good listener who consistently works well with personnel throughout all levels of the organization.

EXPERIENCE & EDUCATION

This position requires ten years of increasingly responsible law enforcement experience, including at least five years of senior command and administrative experience. A bachelor's degree from an accredited college or university in police administration, criminal justice, public administration, or a related field desirable; additional experience as a senior law enforcement manager or chief may be substituted for the college degree. Possession of or ability to obtain a valid Washington Driver's License within 30 days of hire date is required. The employment offer will be contingent upon an acceptable and verifiable driver's license and driving history.

COMPENSATION & BENEFITS

- **\$100,263 - \$106,369 DOQ**
- Washington State LEOFF retirement
- Employer paid medical, dental, and vision
- 25 days vacation
- 10 paid holidays, 1 floating holiday (after 6 months), and 2 personal days (after 1 year)
- Sick leave accrual of 12 days
- 1% longevity pay after 5 years, 2% after 10 years, with a 5% maximum
- Deferred comp plan options



www.cityofpoulsbo.com

The City of Poulsbo is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **January 6, 2013** (first review, open until filled). To apply online, go to www.prothman.com and click on *Submit Your Application* and follow the directions provided. Applications, responses to the supplemental questions, resumes and cover letters will only be accepted electronically via the website.

PROTHMAN

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