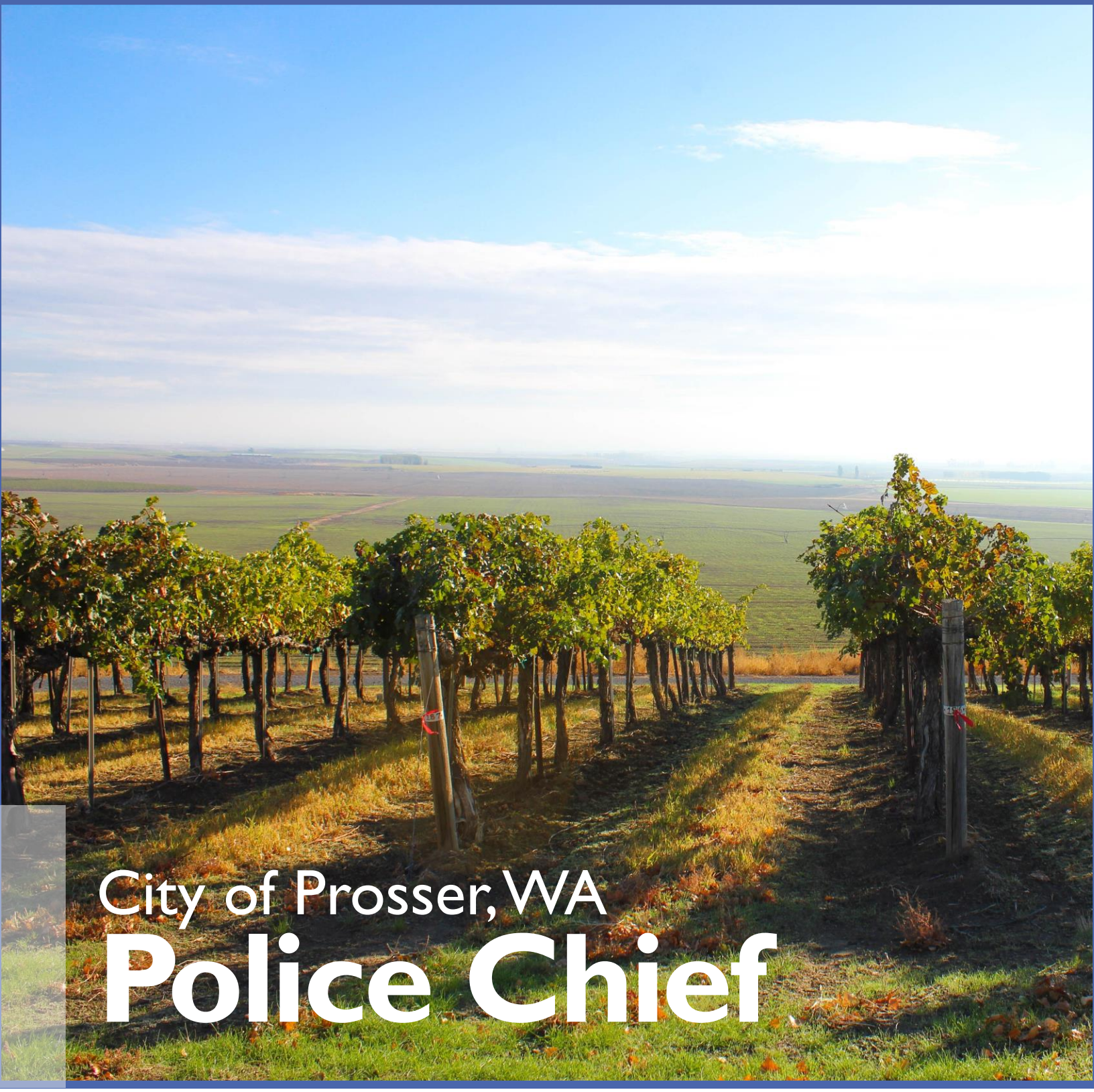


City of Prosser, WA

Police Chief

Career Opportunity for the position of Police Chief

The City

The City of Prosser (population 6,220) utilizes the Mayor/Council form of government and provides a wide range of government services. The Mayor and seven Council Members are elected to four-year terms, representing the community at large. The Mayor provides leadership to the city, makes appointments to boards and commissions, and implements the policies and ordinances of the City Council, through the City Administrator. Mayor Randy Taylor currently serves Prosser in his second term. The City of Prosser currently has a staff of 45 FTE and an overall budget of $36 million.

The City's Leadership Team is led by the City Administrator and includes the Police Chief, Public Works Director, City Clerk, Finance/Human Resource Manager, and the Community Development Director. The team functions in a supportive, upbeat, and collaborative manner with a constant focus on delivering high quality services for the community.

The Community

Prosser, the County seat, is located 35 miles west of the Tri-Cities of Richland, Kennewick, and Pasco and 50 miles southeast of Yakima. It is a 3-hour drive from Seattle, Portland, or Spokane. The local economy centers on agriculture and tourism. Prosser is a spirited community known as the birthplace of the Washington Wine Industry. It features more than 30 wineries, 25 annual community events, and is the destination for many tourists coming from the Northwest and beyond. It also offers the Walter Clore Wine and Culinary Center which promotes Washington State agriculture by engaging visitors to learn, experience, and appreciate the quality and diversity of Washington's wine and food products.

Prosser is a scenic and historic community. It features vistas of the Yakima Valley, Mount Adams, and Mount Rainier. The Yakima River runs through the center of town while the Horse Heaven Hills rise 1,000 feet above the city. Prosser features a desert climate and boasts over 300 days of sun annually, offering a wide array of outdoor activities including boating, cycling, hiking, fishing, and hunting. Prosser is a recently recognized Washington State Main Street community with an active and vibrant historic downtown.

Quality of life in Prosser is exceptionally high. The community has low crime, no traffic congestion, clean air, a strong commitment to youth services, and a very relaxed atmosphere.

Prosser Fast Facts:

- Population: 6,220
- Median Household Income: $52,389
- Square Miles: 4.3 square miles
- Median Age: 37.5 years
- Median Home Value: $387,600
- Schools: 5
- Hospitals: 1
- Parks: 9

City of Prosser

Washington's Premier Small Town Community

1

Livability & Quality of Life

Sustain and improve the City's livability and quality of life for Prosser residents and our visitors by increasing safety and health, and by creating a more vibrant community.

2

Financial Sustainability

Sustain and improve the City's financial position through review and updates to City-wide policies and cost of service delivery.

3

Promote Economic Development & Jobs

Create a strategy and implement actions that promote collaborative efforts and partnerships to sustain and expand the City's economy and promote job growth.

4

Infrastructure & Transportation

Invest in the expansion of infrastructure to meet diverse demands, establish preventative maintenance schedules, and establish a Citizen's Advisory Committee for streets.

5

Operational Excellence & Communication

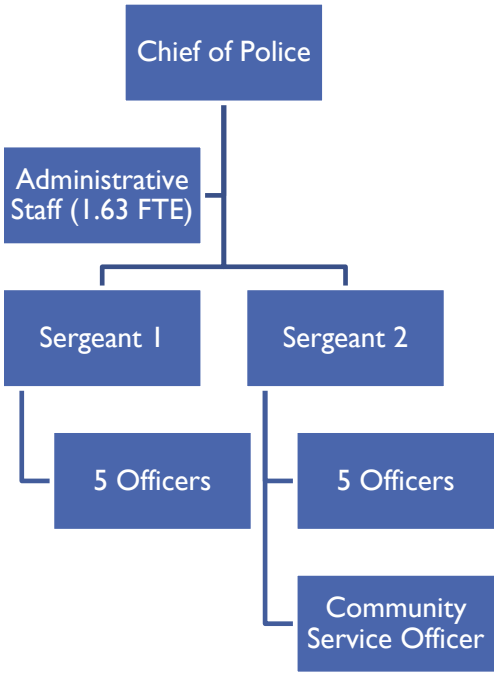
Provide exceptional service that exceeds the public's expectations, invest in staff training, promote diversity, and establish heightened transparency and communication with the public and media.

The Department

The City of Prosser Police department has 16 members and an annual budget of $2.3M. The department is led by the Police Chief. Team members include two sergeants, ten officers, a community service officer and two administrative support positions.

The City of Prosser Police Department responds to approximately 6,000 calls for service each year and our community does not experience a high rate of violent crimes. The Department is committed to developing and supporting a team of professionals who consistently seek and implement innovative policing strategies to promote, preserve, and deliver high quality services to enhance the safety in our community. To support our mission, we work in strong partnership with our residents and businesses.

The Police Department also provides opportunities for officers to serve as department instructors specializing in defensive tactics, Taser®, emergency vehicle operation, firearms and less than lethal weapons.



The mission of the Prosser Police Department is to protect the lives, rights and quality of life of all the residents and visitors we serve with honor and integrity.

The Opportunity

The City of Prosser seeks a new Police Chief committed to its core values. The current Chief is retiring after a lifetime in law enforcement and nearly a decade of service to the City.

The new Chief should have a bachelor's degree in a law enforcement-related field. It is preferred that the new Chief be a graduate of the FBI Academy, the Northwestern School of Police Staff and Command, or the Senior Management Institute for Policing (SMIP). Candidates that have been out of law enforcement for more than 24 months will not be considered for this position.

The successful candidate must have at least 10 years of law enforcement experience. Experience working in a small agency (pop. under 30,000) is desired while experience in a rural setting is preferred. The successful candidate should have three to five years of law enforcement management and supervisory experience. The new Chief must possess a Washington State Criminal Justice Training Commission Basic Academy certification, or achievement of equivalency, within 6 months of hire.

Prosser's Police Chief will be a self-motivated servant leader who leads by example. The successful candidate will be open-minded and can inspire and mentor staff. The finalist should have demonstrated experience establishing a realistic vision for their work teams and a track record of planning for the future. The successful candidate will work with department personnel, and city leaders, to create the highest performing small city law enforcement agency in Washington.

The next Prosser Police Chief will be approachable and will have excellent written and oral communication skills. They will have the ability to relate to staff and to represent the department effectively with media, the community, and City leaders. The Chief will work well in a team atmosphere and will be an empathic listener that is able to clearly communicate technical issues to a variety of audiences. The successful candidate will also have demonstrated experience with agency and individual performance management.

The next Prosser Police Chief must also possess strong organization and management skills. They will be able to handle multiple projects simultaneously and have strong delegation and time management skills. The next Chief must be able to create innovative management programs and systems in response to law enforcement challenges. Budget management and grant experience should be an essential part of the successful candidate's skill set.

The successful candidate will be able to handle changing and sometimes stressful conditions seamlessly with composure and grace. They should have strong analytical skills with an ability to forecast trends using evidence-based data. The successful candidate will be humble and excited to work in a diverse community. They must be able to integrate into the community quickly and be an effective and collaborative partner with a history of working well with outside organizations.

Compensation

The City of Prosser has established an annual salary range of $108,555 - $130,240 for this position. Employees receive a generous health insurance package that includes medical, dental, and vision coverages in exchange for a contribution of $100 monthly.

Other Benefits:

- 11 paid holidays
- 1 floating holiday
- 13 vacation days annually (increases with years of service)
- 12 sick days annually

City Provides:

- Membership in a Professional Organizations
- Membership in Community and Civic Groups

Employees may also:

- Purchase short term disablity, cancer policies, life insurance, and various others through established vendor contacts.
- Participate in the City's defferred compensation plans.

The City is a member of the Washington State Department of Retirement – Law Enforcement Officers & Fire Fighters System (LEOFF II) and is an FLSA exempt position.

The Application

To Apply for this position, please submit:

- A resume (three page maximum)
- A detailed cover letter (two page maximum) describing your experience, leadership style, and why you are interested in position.

Electronic packets must be submitted to Rachelle Harwood at Washington Association of Sheriffs and Police Chiefs (WASPC)

Email rharwood@waspc.org Phone 360 486 2380

Questions?

Contact Michael Painter, WASPC Director of Professional Services

Email mpainter@waspc.org Phone 360 292 7959

Please direct all questions to Mr. Painter and do not inquire with staff from the City of Prosser or Prosser PD

Recruitment Schedule

Applications Open: November 1

Application Packets Due: November 30 at 0800 PST

First Review of Candidates: First week of December

Candidates Interview: Early January 2023

Other Information

City of Prosser Website
2022 Adopted Budget
2021 Adopted Budget
Community Newsletters

Prosser PD Webage
Crime Mapping
Weekly Activity Log
Media Releases