



Police Chief

Richland, Washington





City of Richland

Mission, Vision & Values

Vision Statement

Richland, a dynamic city built on a foundation of leading technology, extensive natural resources, diverse recreational amenities, and a supportive business climate. The City is safe, vibrant, and family-friendly. The community you'll want to call 'home'.

Mission Statement

The City of Richland is responsible for furnishing cost-effective services and well-maintained facilities, safeguarding the public and property, enhancing the community's favorable quality of life, protecting Richland's natural environment, and sustaining a healthy, growing economy.

Core Values

Teamwork: We will work together, demonstrating collaboration through mutual reliability, openness, and flexibility to accomplish our goals.

Integrity: We will demonstrate an uncompromising allegiance to the core values of honesty, respect for others, loyalty, consistency, accountability, and sincerity.

Excellence: We will deliver a superior level of commitment, responsiveness, performance, and provision of services to all, with the attitude that everything is worth our best effort.





The City

The City of Richland operates under a Council-Manager form of government. The City Council is comprised of seven members elected at-large. Each biennium the council selects one of its members to serve as Mayor and one to serve as Mayor Pro-Tem. Jon Amundson, ICMA-CM, was appointed as City Manager in December 2021 and previously served as the Assistant City Manager since 2008.

Richland has 580.10 FTEs and a total annual budget of \$313 million, with \$78 million in the general fund. As a full-service city, it is made up of 11 departments, including City Manager's Office, Police, Fire & Emergency Services, Human Resources, City Attorney's Office, Development Services, Energy Services, Parks & Public Facilities, Public Works, Finance, & Administrative Services. Additionally, Richland is the operating agency for Southeast Communication Center (SECOMM), the 911 center for Benton and Franklin counties.

The City recently participated in a strategic planning engagement which will guide the direction and priorities for the City for the next three years. The City Council and staff are fully committed to executing on the strategic priorities, outcomes, and initiatives that have been established. Those priorities include: high-performance government, financial sustainability, focused development, quality of life, and engaged workforce.



The Community

Richland is located at the confluence of the Columbia and Yakima Rivers in southeastern Washington in the heart of the Pacific Northwest. Richland and its sister cities of Kennewick, Pasco, and West Richland make up the Tri-Cities MSA (population 312,050). Richland is the third largest city with 62,749 residents, and more than 2,300 business.

Originally incorporated as a small farming community in the Mid-Columbia Valley, Richland's foundation was built on technology and science. The current environment remains focused on energy production, advanced research, environmental remediation, and modern technology. Richland is home to the Pacific Northwest National Laboratory (PNNL), a private sector research leader serving a wide range of government clients with an annual budget of over \$1 billion. Richland also boasts the newly created Northwest Advanced Clean Energy Park that encompasses 1,341 acres of land specifically master planned and zoned for large industrial users that perform innovative work in the clean energy field.

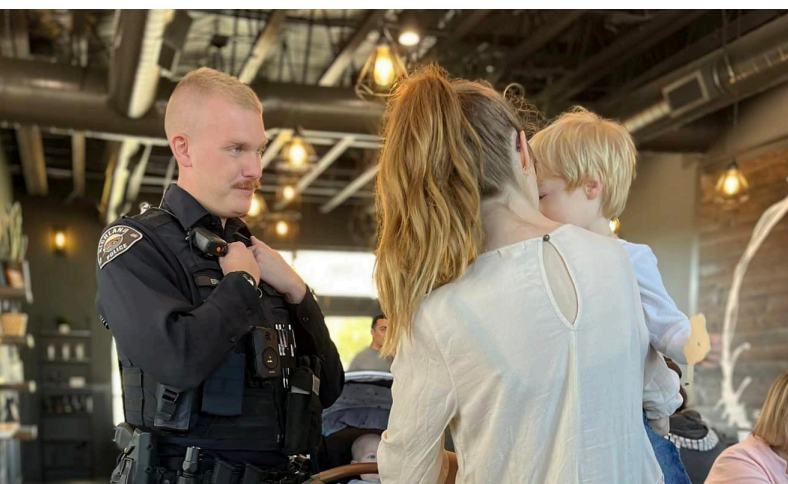
The Tri-Cities are the center of the \$2.6 billion Washington wine industry. Upon visiting Richland and the surrounding Columbia Valley, you will discover the "Heart of Washington Wine Country®," with over 160 area wineries. The wine industry and agriculture in general play an important role in the region's economy and culture.



The region's superior waterways beckon water lovers from all over the region to enjoy sailing, power boating, waterskiing, swimming, fishing, windsurfing, and much more. Boasting more than 300 days of annual sunshine, the area's ten beautiful golf courses challenge the most experienced golfer as well as the beginner. Recreational enthusiasts may enjoy a run, bike ride, or walk along The Sacagawea Heritage Trail. The trail is a 23-mile multipurpose loop that runs along both sides of the Columbia River including areas along the Sacajawea State Park, the Columbia Point Marina, and Howard Amon Park.

Richland is served by two school districts: Richland School District (RSD), with approximately 13,700 students spread across 21 schools and learning programs, and Kennewick School District, with 18,156 students and 34 schools and learning programs. Richland is also home to the Washington State University (WSU) Tri-Cities, which was established in 1989 and sits on the western bank of the Columbia River. WSU Tri-Cities is strongly supported by the community and is the home of the University's Viticulture and Enology program. WSU proudly partners with the nearby Pacific Northwest National Laboratory (PNNL) in wine related research.

The City and its citizens are proud of the community's excellent quality of life, which includes higher education opportunities, outstanding health care providers and facilities, cultural and recreational amenities, and municipal services that consistently score very high in community surveys. The City receives wide recognition for the beauty of its integrated parks, river-shore, commerce centers, living spaces, and economic opportunities.





The Richland Police Department

Mission Statement:

“Partnering with our community, the Richland Police Department commits to delivering professional, proactive law enforcement services; dedicated to providing a safe environment for all”.

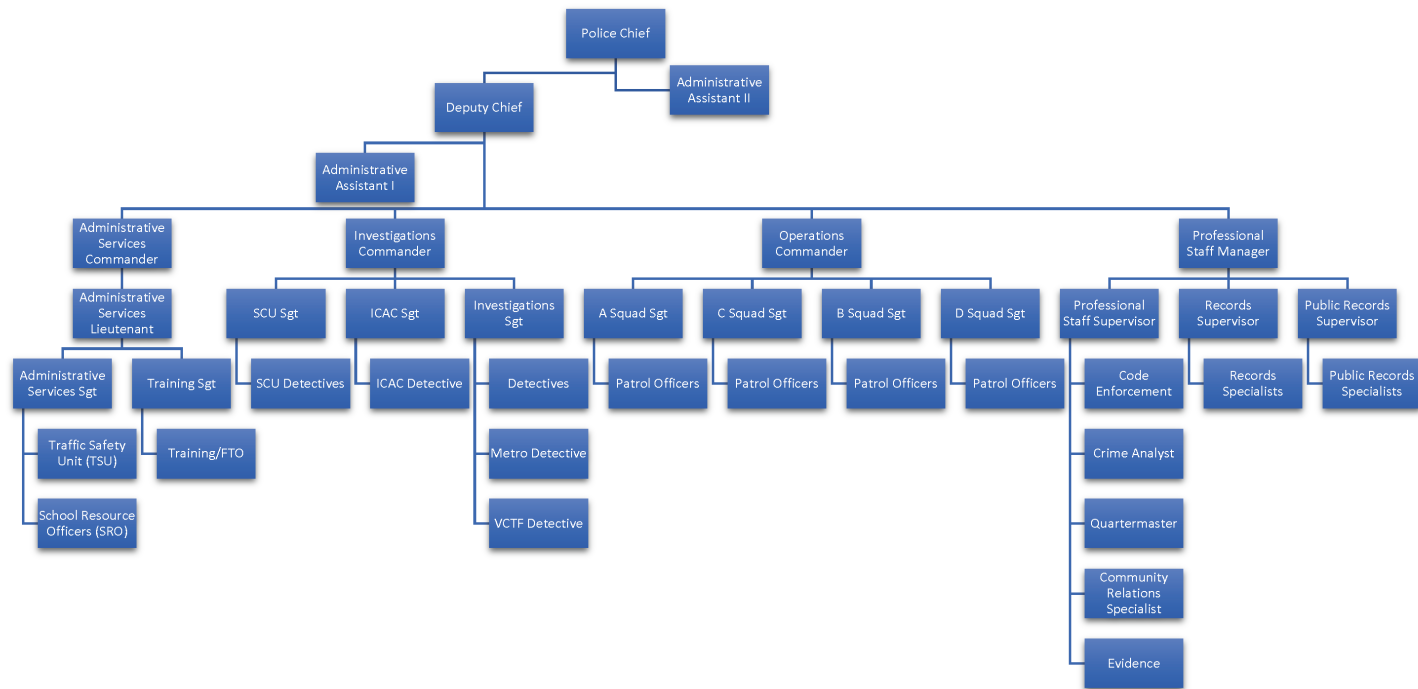
The Richland Police Department is organized into four divisions, each led by a Police Commander or Professional Staff Manager: Administrative Services, Investigations, Operations and Professional Staff. The Department is supported by the Richland Police Department Foundation which supports the Community and staff through the Community Care and Professional Development funds.

The Department is staffed with 73 Commissioned officers and 22.5 professional staff. Reporting directly to the Police Chief is the Deputy Chief and Executive Assistant. The FY 2023 budget for the Richland Police Department, including all divisions, is approximately \$20.8 million. The Operations division responded to 67,960 total calls for service in 2022. *The department is currently participating in a mission and vision statement update and expect the process to conclude in the near future.*

Specialty Units/Teams Include:

- Field Training (FTO)
- Traffic Unit
- School Resource Officers (SRO)
- Criminal Investigations
- Street Crimes Unit
- Tri-City Regional SWAT Team
- Major Incident Response Team (MIRT)
- Training Unit
- Small Unmanned Aerial Systems Team
- Bomb Squad
- Community Services & Code Enforcement
- Internet Crimes Against Children (ICAC)
- Metro Drug Task Force
- FBI Safe Streets Task Force
- Tri-City Regional Special Investigations Unit (SIU)
- Peer Support

Organizational Chart





About the Position

Under the direction of the City Manager, the Police Chief manages, plans, and directs all activities, operations, and personnel of the Richland Police Department in order to enforce the federal, state, and municipal laws and ordinances in the prevention of crime and protection of life and property.

The Police Chief advises the City Manager, and City Council, regarding public safety issues, establishes work priorities, and develops and monitors the department budget.

The Police Chief is a member of the City's Executive Leadership Team, as such, the Chief will actively partner with department directors to solve citywide issues and help guide the city's vision and direction.

Ideal Candidate

- Committed, decisive leader who can support and enhance the positive direction that currently exists within the department
- Effective communicator, in person and in writing, throughout all levels of the organization
- Personable, approachable leader who is highly visible both within the department and the community
- Has a broad knowledge of municipal operations and budget management, fosters innovation, and embraces technology
- Holds self and others accountable to current policies, procedures, and best practices
- Committed to succession planning by mentoring, developing, and recognizing future leaders within the department
- Experienced in labor relations and collective bargaining agreements
- Leads by example, has high integrity, and encourages teamwork at all levels
- Well-versed in Washington Administrative Code (WAC) and the Revised Code of Washington (RCW)



Future Opportunities

The next Police Chief will be presented with several opportunities:

- Continued modernization of the department
- Recruitment and Retention
- Continue the path towards WASPC Accreditation in 2024 and pursue CALEA Accreditation in the future
- Capital Planning and construction of future police station (5 years)
- Enhance community and regional law enforcement partnerships

Minimum Qualifications

Education: A Bachelor's degree in criminal justice, police science, public administration, or related field. A master's degree and/or advanced training such as the FBI National Academy are preferred.

Experience: Ten (10) years progressively responsible experience in police services, with a minimum of six (6) years in a senior management capacity. Must be current law enforcement. Applicants separated out of law enforcement for more than 24 months will not be considered for this position. An equivalent combination of related training, education, and experience may be considered.

Must meet all requirements of RCW 43.101.095, Washington State Peace Officer Certification, and obtain certification within six months of employment as well as a valid driver's license. Must meet eligibility requirements required by State law to hold the position of Police Chief (RCW 35.21.333)

All candidates will be subject to a comprehensive background investigation (which includes, but is not limited to: driving record, work history, credit check, criminal history, personal history), polygraph examination, psychological evaluation, and a pre-employment physical evaluation commensurate to the position, to include drug and alcohol screening.

Compensation and Benefits

The annual salary range for the Police Chief will be \$149,043 - \$208,660 dependent upon qualifications (DOQ). The City offers an outstanding benefits package which includes retirement benefits provided by the State of Washington Department of Retirement Systems, supplemented by deferred compensation with the City matching up to 4% in contributions and an additional City non-matching contribution of 4% for executive level positions.



Application Process

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 the position.

You must submit your packet to:

Attention: Rachelle Harwood
Richland Police Chief's Application Materials

Email: rharwood@waspc.org

All packets are due by 5:00 p.m. on Friday, December 1, 2023

Please DO NOT contact the agency directly. All inquiries should be directed to Mike Painter at the Washington Association of Sheriffs and Police Chiefs.

Tentative Schedule:

First review of applications: December 1st, 2023

Interviews: January, 2024 (2nd Week)

Community/Department Meet & Greet: January, 2024 (2nd Week)

Questions

Contact: Mike Painter, Director of Professional Services
Washington Association of Sheriffs and Police Chiefs

(360) 292-7959 | mpainter@waspc.org

The City of Richland is an Equal Opportunity Employer.