



# POLICE COMMANDER



CITY OF  
**ISSAQUAH**  
WASHINGTON

[www.issaquahwa.gov](http://www.issaquahwa.gov)



## THE COMMUNITY:

Our community of more than 39,000 is conveniently located off the Interstate 90 corridor, just 16 miles east of Seattle. Our daytime population is almost 60,000.

Issaquah — nicknamed Trailhead City — is centered within the Issaquah Alps (Cougar, Squak and Tiger mountains). It's a destination for countless outdoor enthusiasts, including hikers and paragliders.

Named Best Burb by Sunset and one of the Best Towns by Outside, is a great destination for residents and visitors alike.

In town, Issaquah features numerous cultural and entertainment options, including a Saturday farmers market, a nationally-recognized theater and a seasonal ArtWalk. The historic salmon hatchery and Cougar Mountain Zoological Park attract regional visitors.

Every October, more than 150,000 people also visit Issaquah for the annual Salmon Days Festival.

Issaquah's government has a strong Mayor with a City Administrator and City Council elected at large.



## THE IDEAL CANDIDATE:

The ideal candidate will share in our mission to uphold public trust by working with all citizens to protect lives and property, while sustaining a high quality of life and encouraging individual responsibility. The ideal candidate will share in our vision to be a recognized leader in local law enforcement services through professional, dedication, innovative solutions and positive changes. The ideal candidate is familiar with important administrative functions of leading an agency such as budget, information technology and human resources. The Police Commander is an important member of the department's leadership team and city management. Collaboration and teamwork is a priority in our organization and community.

## THE RECRUITMENT PROCESS:

**Application closing date:** 5PM Monday, September 28, 2020  
[www.issaquahwa.gov](http://www.issaquahwa.gov)

**Testing:** Week of October 12 - 16, 2020

This is a Civil Service classification. Testing will be in accordance with the provisions of RCW 41.08 and 41.12 of the laws of the State of Washington and the Civil Service rules of the City of Issaquah. Candidates must pass weighted elements of the examination with a minimum combined score of 70% in order to pass the overall examination and be ranked on the Civil Service eligibility register.

## THE POLICE DEPARTMENT:

The Issaquah Police Department is a state accredited law enforcement agency that practices full service community oriented policing. The department provides patrol services for the city, maintains a 72-bed jail, and operates a 911 dispatch center for the communities of Issaquah, Snoqualmie and North Bend, Washington. The 2020 budget of \$11.6 million authorized 74 employees for the department, including 40 sworn officers.



## THE POSITION:

This is an FLSA-Exempt position, newly represented by [Teamsters 117](#).

The Police Commander reports directly to the Chief of Police. Police Commanders are assigned management responsibilities of patrol operations, 911 dispatch operations, and jail operations within the department. The position contributes to the strategic planning and resource allocation of the department, staff development and training, development of policies and procedures, and the administration of the Department's annual budget. Additionally, the Police Commander connects and collaborates with the community on issues of public trust and community safety. The Commanders share on-call responsibility, and will exchange responsibilities for the divisions of the department as directed.

## Qualifications:

Applicants must have a Bachelor's degree in police science or related field and a minimum of six years experience in law enforcement with the Issaquah Police Department; including three years in police supervision; or 10 years total law enforcement experience with three years of supervision; or any equivalent combination of education and experience which would provide the applicant with the desired skills, knowledge, and ability required to perform the job.

## Licenses & Other Requirements:

Must have current WA State law enforcement certification or ability to obtain law enforcement certificate of equivalency per State requirements.

## COMPENSATION & BENEFITS:

\$119,685 - \$162,307

The City offers an excellent benefit package including 13 paid holidays; 80 hours management leave; choice of one of two vacation/sick leave packages; medical, dental with orthodontia rider, vision and life insurance; wellness program; community center membership; tuition reimbursement; 457 plan matching, and state public employee retirement system.

*The City of Issaquah strives to be a diverse workforce that is representative of the community we serve. We value a variety of perspectives and life experiences and encourage people of all backgrounds to apply. Applicants are considered for employment without regard to race, color, gender, sexual orientation, gender identity or expression, religion, national origin, marital status, age, disability, veteran status, genetic information, or any other protected status under federal, state and local laws. We believe diversity and inclusion among our teammates is critical to the success of our City operations.*