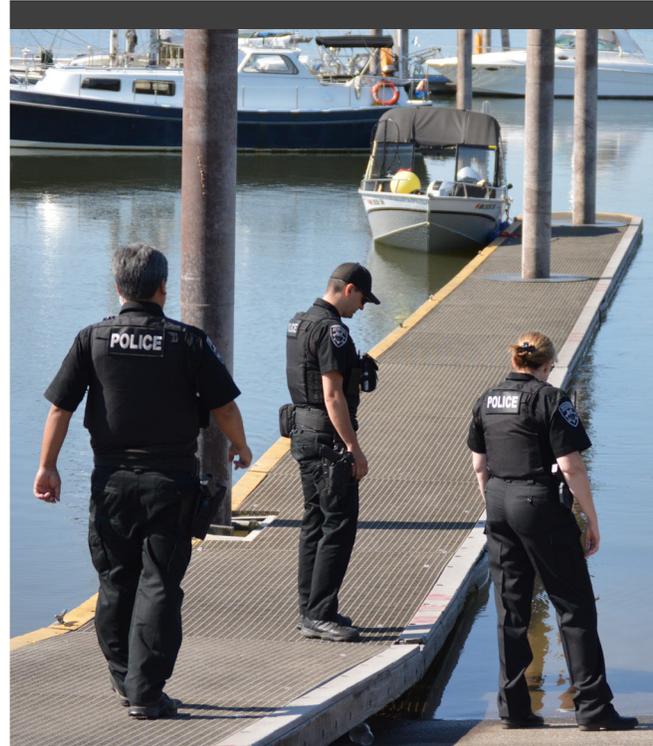


City of Washougal

# Chief of Police

RECRUITMENT ANNOUNCEMENT



## Department Mission

Maintain the trust and confidence of our citizens while delivering the highest level of service possible, enforcing the laws without bias and providing a safe environment for all.



**Michael Painter, Director of Professional Services**

Washington Association of Sheriffs and Police Chiefs

Phone: (360) 292-7959 | Email: [mpainter@waspc.org](mailto:mpainter@waspc.org)

# Community Profile

## Welcome to Washougal!

Incorporated in 1908, Washougal was the site of some of the very earliest American settlers and pioneers in the Washington Territory. Beautifully bordered by the Columbia and Washougal Rivers, the Washougal area is filled with many family friendly parks, hiking trails, businesses and neighborhoods. Approximately 16,500 residents call Washougal home.

Washougal's downtown Reflection Plaza plays host to unique community events all year around. A pedestrian tunnel connects the downtown to the Columbia River for fishing at Steamboat Landing or a leisurely stroll on the levee trail to Captain William Clark Park. Residents and visitors can even walk or drive to the stunning Steigerwald Lake National Wildlife Refuge which features 1,049 acres of former Columbia River floodplain and boasts more than 200 species of birds! Our own Washougal River provides year-around recreation including kayaking, fishing and swimming.

## City Government

Washougal operates under a Council-Manager form of government. Following the passage and certification of Proposition 8 in 2018, the former elected Mayor became an eighth council member and continues to serve her term as Mayor. The Councilmembers and Mayor are non-partisan, elected officials. The City Manager reports to the Council. The Chief of Police, a vital member of the City's executive management team, reports directly to the City Manager. Washougal's City Administrator since 2010 was appointed City Manager by the Council in 2018.



### WASHOUGAL QUICK FACTS

Population	16,500
Square Miles	6.8
Median Age	39.3
Median household income	\$76,998
Average home price	\$396,300
City parks	19
Golf courses	1
Community events & festivals	33
Average winter high temperature	52°
Average summer high temperature	79°



  
**16,500**   
**Residents** 

**Gateway to the Columbia River Gorge** 

**20 Minute Drive to Portland International Airport** 



# Department Information

The Washougal Police Department provides a wide range of services on behalf of the Washougal community including citizen outreach, collaboration with schools, managing crime prevention programs, and investigating major felony crimes.

The public and the police work together to ensure the overall safety of the community. This partnership is critical in maintaining the City of Washougal's high quality of life, allowing the Washougal Police Department to proactively respond to emerging issues confronting the community.

The Department prides itself in providing proactive, personable services. This is due to the professionalism and training of the men and women who wear the uniform and from the willingness of Washougal citizens to get involved and report criminal activity affecting their

community. The Washougal Police Department embraces an open relationship with our citizens and government organizations.

The Washougal Police Department will continue to strive to meet the needs of the community and enforce laws in a uniform and fair manner to preserve and maintain the safety of our neighborhoods, schools, and businesses.

In addition to primary assignments, the Department also has opportunities for Officers to become certified Instructors in Defensive Tactics, Emergency Vehicle Operations, Firearms, Police Training, and Less Lethal Weapons.

## DEPARTMENT STRUCTURE

Chief	
Commanders	1
Patrol Sergeants	4
Admin. Sergeants	1
Detectives	2
K-9s	1
SROs	1
Patrol Officers	10
Admin. Assts	2
Animal Control	2
Department Budget:	\$4.05M



Various units, teams, and programs include:

- Traffic
- Detectives
- School Resource Officers
- Field Training
- SWAT
- K-9/SWAT



# Ideal Candidate

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## Profile

For this key position, the City of Washougal seeks a skilled leader with excellent oral and written communication skills who is comfortable speaking to various groups, elected officials, neighborhood/community groups, and the media. The candidate must be familiar with the operational and policy issues associated with a medium-size law enforcement agency. Experience working in the Northwest or similar labor climate is preferred.



The Washougal Police Department has an excellent relationship with the local community. The successful candidate must actively maintain and further develop these positive relationships, have a can-do attitude, an appropriate sense of humor, and be approachable.

### **The ideal candidate will have experience and demonstrated success in the following areas:**

- Contemporary policing and staffing methods in a high-performing department
- Providing high-level management to the Department
- Providing regular, inclusive communication to all Police Department members
- Showing support for all employees including command staff, uniformed staff, non-commissioned staff, local bargaining unit leadership, and members of other city departments
- Team building and staff development, particularly with the commander and supervisors
- Hands-on leadership, integrity, and accountability
- Commitment to innovative policing practices
- Building a functional and cohesive team with measurable outcomes that align with Washougal's values
- Ability to make timely and informed decisions
- Skill in delegating assignments and maintaining accountability across the organization

## Experience, Education, Training

### **MINIMUM QUALIFICATIONS**

Combination of education and experience demonstrating knowledge, skills, and abilities equivalent to:

- A Bachelor's degree in law enforcement, public administration, or a related field
- A minimum of five years of command or management-level experience in a medium to large sized police department supervising both sworn and civilian staff members
- 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 Washington State 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: a driving record, work history, credit history, conviction/arrest record, reference checks, and drug history), a polygraph examination, psychological evaluation, and pre-employment medical testing checking for the ability to perform the essential functions of the position
- Comprehensive understanding of the essential job functions for the ranks of Police Officer, Police Sergeant, and Police Commander
- Candidates who have been separated from commissioned law enforcement activities for two years or longer will not be considered for this position



# Compensation & Benefits

## Compensation

The City of Washougal has established a monthly salary range of **\$8,475 to \$11,551** for this position. Employees receive generous employer contributions (95% employee/85% dependents) toward coverages for medical, dental, and vision. Insurance coverage begins the first of the month following date of hire.

## Other benefits

- 11 holidays
- 3 floating holidays
- 12 vacation hours per month (accruals increase with years of service)
- 8 sick hours per month
- The City provides:
  - Basic life insurance policy equal of \$50K
  - A long-term disability plan
- Employees can:
  - Purchase additional life insurance
  - Participate in the City's deferred compensation plans
- The City is a member of the State Law Enforcement Officers & Fire Fighters Retirement System (LEOFF II)
- The Police Chief is an FLSA exempt position



# Application Process

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To apply for this position, please submit:

- A resume (three-page maximum)
- Your responses to the supplemental questions below (one-page maximum, per question)
- 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 (electronic packets preferred) to:**

Attention: Cynthia West  
Mailing Address: Washougal Police Chief's Application Materials  
Washington Association of Sheriffs and Police Chiefs  
3060 Willamette Drive N.E., Lacey, Washington 98516  
Email: cwest@waspc.org

## Supplemental Questions

Responses to supplemental questions should be no more than one page per question. Please use 1" margins and no smaller than 12-point font.

1. Please explain why you want to be the City of Washougal's next Police Chief. Provide examples of how you possess the knowledge, skills, and abilities that uniquely qualify you for this position.
2. Provide examples of your experience working as part of an integrated local government leadership team. How would your union, peers, subordinates, and supervisors describe your leadership and communications style?
3. Describe your direct experience in dealing with personnel issues, including mentoring and training, disciplinary due process, grievances, arbitration procedures, and collective bargaining.

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

**All packets are due by 8 am on Monday, August 5, 2019.**

### APPLICATION TIMELINE

**July 9** Application period opens  
**August 5** Application packets due  
**August 8** First review of applicant packets  
**September 17** Candidate interviews

### QUESTIONS?

**Please contact:**  
Michael Painter, Director of Professional Services  
Washington Association of Sheriffs and Police Chiefs  
Phone: (360) 292-7959  
Email: mpainter@waspc.org

