



CHIEF OF POLICE

A Public Sector Search Recruitment



A Rare and Exciting Opportunity

A national search is underway to attract a highly qualified individual to lead the Yakima Police Department (YPD) in Central Washington. The City Manager and City Council have embraced 21st century policing and they seek a Chief of Police to build on the hard work that has already started. The new Chief will lead the department and collaborate with the community to make thoughtful and comprehensive operational and organizational enhancements. The next Chief will have a tremendous opportunity to bring about positive cultural change to a dynamic department that provides professional police services to a diverse and remarkable community.

The City

Yakima is a full-service City with an operating budget of \$77 million and total budget just over \$238 million. The City operates under a Charter and the traditional Council-Manager form of government. The City Council has seven members, elected by district and the mayor is selected by the council from its members. Council members serve in staggered four-years terms. The City Manager administers and coordinates the delivery of all municipal services. The Chief of Police is an “at will” employee appointed by and reporting directly to the City Manager.

The Community

With a population of more than 94,000, Yakima is the 11th largest city in Washington State and serves as the county seat of Yakima County. Yakima is an agricultural leader with a culturally rich community of residents, businesses, and visitors. Yakima is a diverse city with residents sharing various ethnic cultures and backgrounds including Hispanic (46.2%), African-American (1.5%), American Indian (1.7%), Pacific Islander (1.1%) Caucasian (48.5%) and other descent (3.5%). Yakima is family oriented and has been recognized as inclusive and friendly to newcomers as well as those native to the area. The city’s name originates from the Yakama Nation Native American tribe, whose reservation is located south of the city.

Located in the south-central region of Washington State, Yakima encompasses 28 square miles. The climate in Yakima Valley is often described as a semi-arid desert with about 300 days of sunshine annually. An irrigated valley, resting in the rain shadow of the Cascade Mountains, the region has four distinct seasons with beautiful spring and fall color-filled days in the 60’s and 70’s. Winter usually brings at least a few festive snowfalls, and long summer days offer great outdoor opportunities with temperatures typically in the 80’s and 90’s.

Yakima’s climate and geography fuels agriculture success. A wide array of crops are grown in the Yakima Valley, including apples and 30 other varieties of fruits and vegetables. Often labeled the “Hops Capital of the World”, the region produces 75% of all hops (key ingredient for beer) nationally.

Beyond K-12, the area offers a variety of educational opportunities. Yakima has a private technical college, a community college, a nearby university, an osteopathic medical school, and several vocational education programs. The cost of living is reasonable and the average sales price of a home is \$192,000.

While Yakima still relies on agriculture to drive its economy, over 250 manufacturing firms call the area home and produce a variety of products including aircraft parts, wood products, plastic products, recreational vehicles, and communications technology. Healthcare services are plentiful in the Valley with five hospitals and over 400 first-class physicians covering 36 specialties.

Tourism is the fastest growing segment of the Yakima economy. With more than 70 wineries, the Valley regularly draws visitors to sample and buy internationally renowned varietals. Multiple craft breweries and distilleries utilize home-grown products in their unique offerings.

Outdoor recreation, including water and snow skiing, fishing, boating, hiking, horseback riding, and white-water rafting, also makes Yakima a favorite destination for people from throughout the Northwest and around the world. Finally, Yakima is home to a minor league baseball team (the Yakima Pippins, a member of the West Coast League), NAPB championship basketball team (Yakima Sunkings), and hosts numerous regional sports tournaments (e.g. baseball, basketball, softball and soccer).

The Police Department

With a 2019 budget of \$30 million, the Yakima PD is funded for 144 sworn officers and 45 civilian employees working in the Office of the Chief, or one of three divisions, each managed by either a Police Captain or Civilian Manager:

- **The Office of the Chief** is responsible for the entire department and directly oversees the professional standards bureau.
- **The Uniformed Division** is responsible for all patrol watches and squads, K-9, gang unit and the Crisis Response Team.
- **The Criminal Investigations Division** is divided into two sections: criminal investigations and special operations. Criminal Investigations includes forensics, DEA Task Force, Gang Investigations and Violent Offender Task Force. Special Operations manages training, community services, light duty, crime and intelligence analysis, fleet management, facilities maintenance, public information officer (PIO) and prisoner detention. The City Jail is responsible for the care and custody of male offenders arrested for and convicted of misdemeanor crimes within the City of Yakima.
- **The Administrative Services Division** is responsible for administration, corrections, property and records.



The Ideal Candidate

The next Chief will be a visionary leader, able to effectively communicate with a diverse department and community. The Chief will be forward thinking, focused on 21st Century Policing, and driven to implement best policing practices that are appropriate in today's world.

The next Chief of Police will also be an inspirational leader, mentor, team player and an experienced executive who will inspire confidence and trust from the community, as well as earn the respect of both sworn and civilian employees.

The top candidate will be an individual who is compassionate, respectful, honest, ethical, and will possess the highest level of integrity. The Ideal Candidate will be personable and professional, with cultural sensitivity and a commitment to an active model of community policing and engagement. The ability to build strong and genuine connections with the community is essential for a candidate's success in this position. Experience in a diverse community is a plus.

The successful candidate will work with the City Manager, the City's Senior Leadership Team and her/his direct reports to find innovative and creative solutions to challenging issues that arise.

Importantly, this highly accomplished individual will also be well-prepared to address an array of operational and policy issues including gun violence, community engagement, recruitment and retention, police accountability and transparency.



Challenges and Opportunities

To successfully address the challenges and opportunities associated with the position, the next Chief of Police must be an experienced and well-qualified leader, with a strong commitment to community policing and engagement. Some of those issues are presented below:

- Yakima is a culturally rich community. The community takes pride in its diversity and remains extremely concerned about the federal conversations around immigration. The police department receives tremendous support from the community and the next Chief must continue to reassure residents that the Yakima Police Department exists to serve and protect its uniquely diverse population.
- The overall crime rate in Yakima has decreased for the third straight year, but violent crime continues to be a major problem. In 2017, the city had 13 homicides, a significantly higher homicide rate than similar-sized cities in the state. In 2018, Yakima had 17 homicides. The Chief of Police will assume responsibility for bringing a collaborative and strategic approach to a deeply concerned community focused on violence reduction.
- Budget challenges will continue into the foreseeable future. For 2019, the City has reduced the number of budgeted sworn positions from 148 to 144. The new Chief will be responsible for finding creative ways to ensure appropriate coverage and service.
- In 2019, the City of Yakima will enter contract negotiations with the several employee groups, requiring the Chief of Police to skillfully navigate any difficult issues that may arise.
- Recruitment and retention issues are affecting many police agencies in the United States and Yakima is no exception. With a number of recent retirements, recruitment of talented and diverse employees will be a high priority. Equally important is fostering a work environment that makes employees feel challenged and valued.



Qualifying Criteria

Experience – The new Chief will have at least ten years (10) of progressively responsible and varied law enforcement experience, including senior leadership positions in patrol, investigation, labor relations and management of community policing efforts. Candidates must have a proven and demonstrated track record of working effectively in a culturally and ethnically diverse community.

Education – A Bachelor's degree, in criminology, criminal justice, administration of justice, or a related field, preferably augmented by post-graduate studies, is highly desirable. Executive training at the FBI National Academy, FBI National Executive Institute, Major City Chiefs – PELI, SMIP and/or Northwestern Command and Staff is a plus.

Certification and Background Procedures – Position requires certification, or ability to obtain certification, as a police officer as required by Washington State Criminal Justice Training Commission: <https://fortress.wa.gov/cjtc/www/#>. The successful candidate is required to pass a suitability and psychological examination, polygraph, medical examination, drug screening, and submit to a thorough police background investigation.

Compensation and Benefits

This salary for this at-will position is currently under review and is augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.

To Apply

This is a confidential process and references will not be contacted without the express permission of the candidate. This position will be considered "open" until a final selection is made. Candidates are strongly encouraged to apply by February 15, 2019 by submitting a compelling cover letter, comprehensive resume, and at least six references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to Yakima for a comprehensive selection process in early March. An offer, contingent on detailed police background, will follow. Ideally, the new Chief of Police will join the City of Yakima in May 2019 or a mutually agreed upon date. Confidential inquiries and questions regarding this opportunity should be directed to:

Chief Gary Peterson (ret.)
gary@publicsectorsearch.com
Telephone: 916.789.9990
Mobile: 916.622.5323

The City of Yakima to provide equal employment opportunity to employees and applicants for employment without regard to age, sex, race, creed, religion, color, national origin, marital status, disability, honorably discharged veteran or military status, pregnancy, sexual orientation, and any other classification protected under federal, state, or local law. Equal employment opportunity applies to all terms, conditions, and privileges of employment, including hiring, promotion, transfer, compensation, benefits, layoff, training, discipline, and discharge.