

A NATIONAL SEARCH
is underway for a new
Chief of Police

City of Lacey, WA



CHIEF OF POLICE



01. THE OPPORTUNITY

The City of Lacey seeks a dynamic and collaborative leader as its next Police Chief who will proactively engage with the community and other stakeholders to enhance public safety services.

A national search is underway to attract a strong and engaging executive to lead the Lacey Police Department (LPD). While this is an opportunity to lead one of the region's top law enforcement agencies, this moment comes at a historic time in policing. The selected candidate must be open-minded and ready to engage in a dialogue that challenges conventional wisdom and embraces new approaches to public safety. Successful candidates will have an exceptional career history and will be known for being inclusive, engaging, approachable, insightful and adaptable. The Chief of Police will work with the community, City leadership and other stakeholders to create a new vision for public safety in Lacey.

THE CITY OF
LACEY, WASHINGTON



02. THE IDEAL CANDIDATE

The Chief of Police will be a results-oriented leader who is dedicated to serving the public and has a true passion for community policing through innovative, progressive and diverse programming.

They will be both an inspirational leader and an experienced executive who will foster confidence and trust from the community and earn the respect of both commissioned and non-commissioned personnel. The top candidate is team-oriented and will communicate a clear vision moving forward.

As a key member of the Executive Team, the ideal candidate will foster strong relationships among directors and collaborates with other city departments to achieve the goals of the City. The Chief will readily engage with the Department to get to know its professional, dedicated staff, and develop trust and a vision that builds on the strengths of Department policies, practices and priorities.



STRATEGIC

The ideal candidate will be forward looking and will be able to propose and implement new initiatives to improve how public safety services are delivered. They will be focused and driven to ensure that LPD's policies and actions are consistent with approaches that are appropriate in today's world. The Chief of Police will represent continued progress and positive movement toward better service delivery to all community members. Additionally, the candidate will maintain knowledge of current trends affecting law enforcement and contemporary policing, including social justice and cultural equity issues concerning law enforcement. They will effectively foster, develop and administer labor relations and negotiations.

INSPIRATIONAL

The Chief of Police will be both an inspirational leader and an experienced executive who will instill confidence and garner trust from the community, earning both the respect of commissioned and non-commissioned employees. The top candidate will have a history of demonstrating integrity, empathy, compassion, respect, honesty, and ethics. The ability to build strong and genuine connections with the community and the LPD is essential for the candidate's success. The selected candidate will be a thoughtful communicator, an active listener and will be approachable, responsive, and open to feedback.

ENGAGING

The Chief of Police will proactively address internal and external challenges and make tough decisions while advocating for LPD members and the community. The Chief will always be transparent, valuing trust over any short-term gain in public perception and will embody the philosophy of openness and expect the same of their command staff. The Chief of Police will set the example by being visible and engaged in all segments of the community and will expect the same from their command staff. The Police Chief will be a problem solver and encourage a high degree of communication and feedback between employees and supervisors, leading by example.



03. THE POLICE DEPARTMENT



The Lacey Police Department (LPD) has dedicated officers working for the staff and community.

The Department prides itself on excellent customer service and having a low crime rate. This is due to the professionalism and training of the members who proudly wear the uniform, and from the willingness of Lacey citizens to get involved and report criminal activity affecting their community.

LPD's mission is to partner with the community to make Lacey a safe and desirable place to live, work, learn and play. Police officers work to establish a professional yet personable relationship with business owners, school officials and residents. LPD is known for being one of the most professional and community-minded police departments in the region.



With a 2021 budget of \$12 million, LPD's staffing allocations for this year include 61 commissioned officers, 9.5 full-time equivalent Administrative Staff members and 4 civilian Community Service Officers. Volunteer services are provided by a group of dedicated staff from the Lacey Resource Unit, Chaplain Program and Explorer Post.

The commissioned officers and non-commissioned employees work in one of three divisions, each managed by a Police Commander:

Administration Division: Includes the Chief of Police, who is responsible for the leadership and accountability for all LPD employees and functions. This division is specifically responsible for managing evidence and property, the school resource officer program, and the records unit. This division also administers department training.

Patrol Division: Primary provider of police services and the largest division, deploying 40 commissioned officers from six squads on a 24-hour basis. Patrol is divided into three patrol districts and is supplemented by two full-time traffic officers.

Investigations Division: Responsible for investigating serious violent crimes; special victim, child and white-collar crimes; and following up on complex or sensitive cases. This division partners with local agencies for serious countywide criminal investigations and is also responsible for internal affairs investigations, recruiting, hiring, and performing background investigations.





04. CITY GOVERNMENT



Incorporated in 1966, the City of Lacey operates under a council-manager form of government. The City Council has seven members, including the mayor; all are non-partisan elected officials. The City Manager is the Chief Executive Officer and is appointed by, and reports to, the City Council.

The City Manager is responsible for the proper administration of all City affairs and works closely with full-time staff and the Council to develop policy initiatives and programs to ensure the advancement of the Council's goals and priorities.

In addition to the City Manager's Office, eight departments deliver direct services to the community: The City Attorney's Office, Community and Economic

Development, Finance, Human Resources, Parks & Recreation, Public Affairs, Public Works, and the Police Department. The City also has oversight of Joint Animal Services, an intergovernmental partnership that provides shelter and field response to animal-related services. All department directors, including the Chief of Police, are appointed by, and reports to, the City Manager.

City operations are supported by a 2021 total budget of \$168.7 million and a general fund budget of \$51.5 million. More information about the City of Lacey operations can be found at <http://www.ci.lacey.wa.us/>.

05. THE COMMUNITY



Lacey is located next to Washington's State Capitol, along the southern tip of Puget Sound and at the western edge of the pristine Cascade Mountains. Located in Thurston County,

Lacey is the second largest community in the region that boasts a small-town feel for a population of approximately 53,000. The residents enjoy great schools, a thriving economy, and year-round events that bring the community together, such as the Lacey Spring Fun Fair, 3rd of July Fireworks, summer concerts in the park, and the city's annual holiday lighted parade.

Due to the proximity to Joint Base Lewis McChord (JBLM), Lacey has the largest off-base population of active-duty military personnel in the Puget Sound region. Lacey has made it a priority to better serve its veteran community. This resulted in the establishment of the Lacey Veterans Services Hub to support the greater area's 32,000 veterans.

In 2019, Lacey was included in Money magazine's 2019 list of the 100 Best Places to Live in the U.S. With fresh air, clean water, a low crime rate and close proximity to major metropolitan areas, the city continues to be one of the most desirable places in the country to reside and conduct business. It offers more than 1,200 acres of parkland and is home to the 3,700-acre Nisqually National Wildlife Refuge, five freshwater lakes, several championship golf courses and miles of hiking and biking paths.



06. QUALIFYING CRITERIA

Any combination of relevant education and experience that clearly demonstrates the knowledge, skill and ability to perform the essential functions of the job will be considered.

Experience – A minimum of 10 years of increasingly responsible law enforcement experience, including 5 years of command experience in a police department supervising both sworn and civilian personnel is qualifying. Experience should also include developing and implementing innovative strategies for crime reduction and community policing. Candidates must be able to effectively interact with the media, community stakeholders and elected officials.

Education – A bachelor's degree from an accredited college or university with major course work in criminal justice, law enforcement, public administration or a related

field is required. A graduate degree in a field related to law enforcement is preferred. Advanced training from the FBI National Executive Institute, FBI National Academy, Southern Police Institute, Northwest School of Police and Command or PERF's Senior Management Institute for Police (SMIP) is considered a plus.

*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).

06

COMPENSATION & BENEFITS

The salary range for this at-will position is \$144,594 - \$185,093 annually and placement will be based on the selected candidate's qualifications.

The City provides an excellent benefits package:

- Holiday, Vacation & Sick Leave: 10 holidays annually, 12 days sick leave, and 18 days' vacation
- Medical, Dental, and Vision: The City pays for 100% of employee premiums and 90% dependents
- Life & Long-Term Disability (LTD) plans are provided by the City.
- Eligible to participate in the City's IRS Section 125 plans (through DRS or ICMA)
- Eligible to participate in the City's Flexible Spending Arrangement plan - for eligible dependent care and/or medical expenses
- Deferred comp: City contributes 2% of base salary per month to be used towards out-of-pocket medical premiums, deferred compensation, or as a taxed cash benefit
- Retirement: The City is a member of the Washington State (Department of Retirement System-DRS) Law Enforcement Officers & Fire Fighters Retirement System (LEOFF II). Employee contribution rates set by the legislature each year
- The City participates in HRA VEBA. The current monthly City contribution provided is \$25.
- Relocation Expenses: Actual expenses, up to \$7,500 for moving and related relocation expenses
- Temporary Housing Expense: The City will provide reimbursement, up to \$1,300 per month, for six months for temporary housing expenses with appropriate documentation.

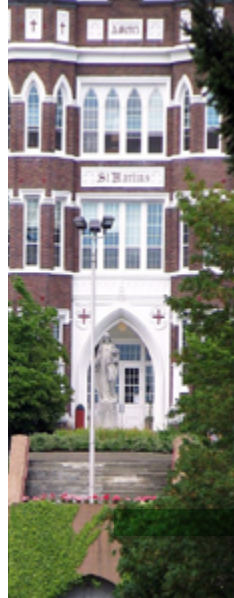
The City does not participate in the Social Security system for Police Officer positions.





07.

TO BE CONSIDERED



APPLY TODAY!

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter and list of professional references via email to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established. Candidates are asked to apply by: May 17, 2021. This position will be considered open until a final selection is made. Public Sector Search & Consulting will conduct preliminary interviews as applications are received.

- Only the most highly qualified candidates will be invited to participate in the selection process (early June 2021).
- After a selection has been made, an offer will follow, contingent on the successful completion of the City's hiring process.
- It is anticipated that the selected candidate will join the City of Lacey in July 2021 or at a mutually agreeable date.

APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

The City of Lacey is a progressive and equal opportunity employer committed to creating a welcoming work environment. The City does not discriminate on the basis of race, color, sex, creed, religion, gender, national origin, age (over 40), marital status, pregnancy and maternity, honorably discharged veteran or military status, guide dog or service animal, sexual orientation including gender expression or identity, disability (including HIV, AIDS, and Hepatitis C status), genetic information, citizenship or immigration status, or victim of domestic violence, sexual abuse or stalking.



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