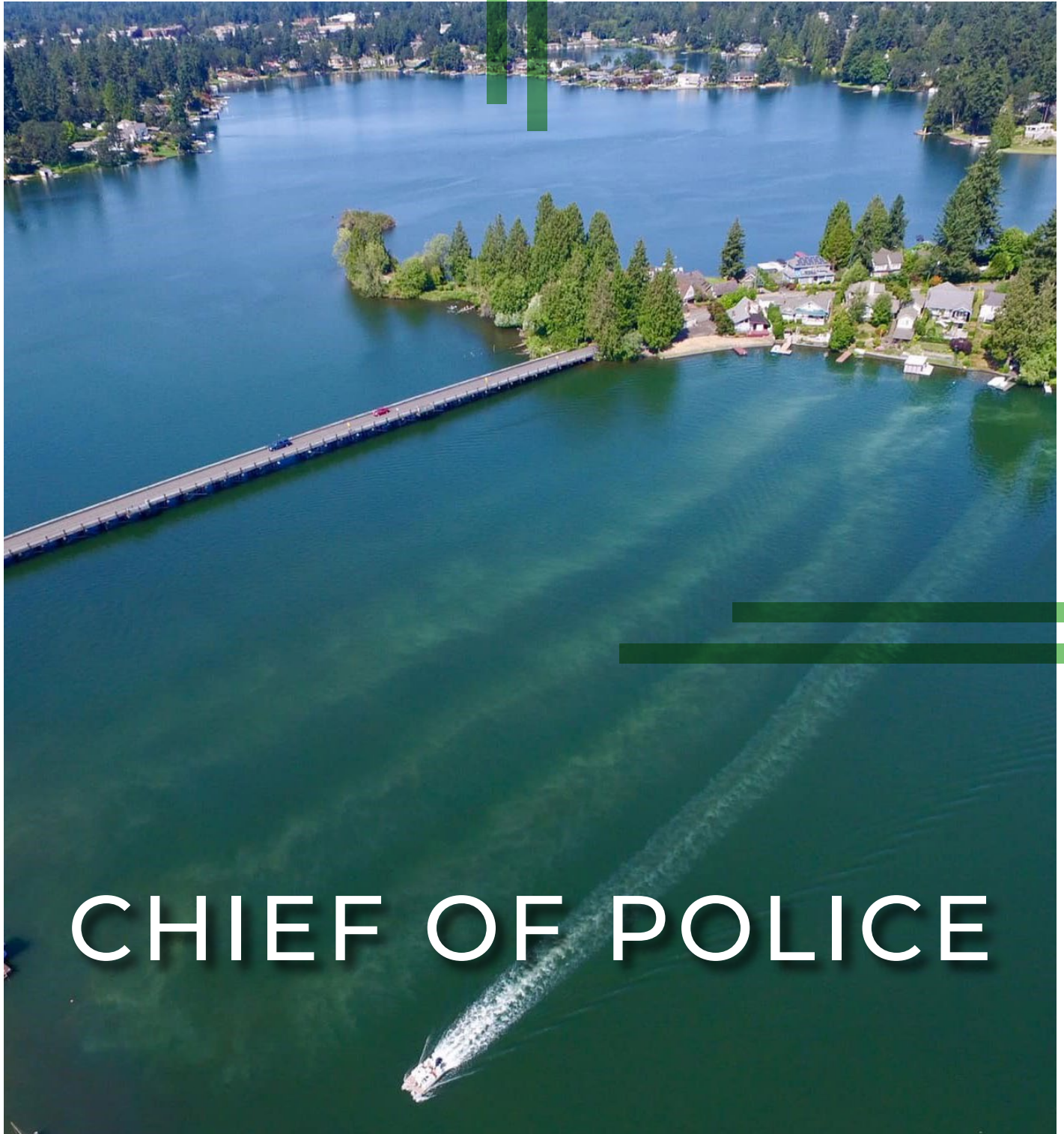
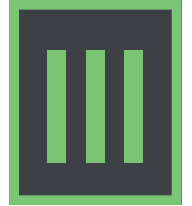


A NATIONAL SEARCH

is underway for a new Police Chief

Lakewood, Washington



CHIEF OF POLICE

THE CITY OF LAKEWOOD, WA

THE 01. OPPORTUNITY



A search is underway to attract a highly qualified candidate to lead the Lakewood Police Department (LPD).

This is truly a rare and incredible opportunity to lead a progressive law enforcement agency in a supportive and diverse community. The City of Lakewood seeks to continue a strong police-community relationship that engenders trust, advances community policing and increases public safety. Lakewood seeks a Police Chief who is passionate about that mission and enthusiastic about this opportunity.

CITY 02. GOVERNMENT

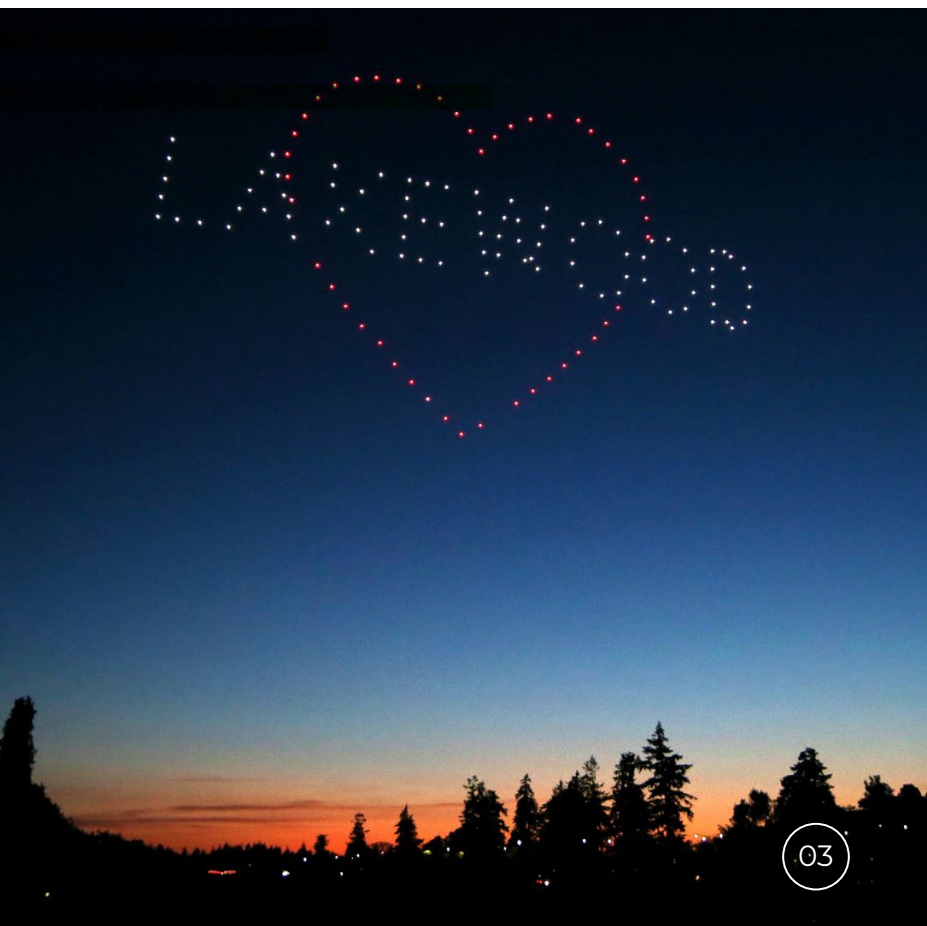
In March 1995, Lakewood citizens voted to incorporate as a city, passing with a 60% vote.

In September of that same year, seven City Council Members were elected to form the city's first government. Today, Lakewood is the second-largest city in Pierce County and the 20th largest city in the state covering over 19 square miles. The City of Lakewood is a code city organized as a Council-Manager form of government. This means that Lakewood combines the strong political leadership of the City Council with the professional management of the City Manager. Together, they provide a balanced

and transparent effort toward improving and managing the City of Lakewood. The City Manager implements the policies and goals of the City Council and leads city departments to provide efficient, quality service to Lakewood residents. The City Manager promotes communication between City Council, employees, and residents to resolve issues. Like other department directors, the Police Chief is an at-will employee and serves at the pleasure of the City Manager.

Living in Lakewood

- Lakewood is home to 14 parks consisting of more than 600 acres.
- There are five lakes totaling nearly two miles of water area. They are great for water sports like skiing, rowing, and fishing.
- Love to golf? Lakewood has three golf courses, including Oakbrook, Tacoma Country & Golf, and American Lake Veterans Golf Course. Lakewood is minutes from Chambers Bay, home of the 2015 U.S. Open.
- Fort Steilacoom Park is the crown jewel of Lakewood. This 340-acre park draws over 1 million visitors each year from across the region.





03. THE COMMUNITY

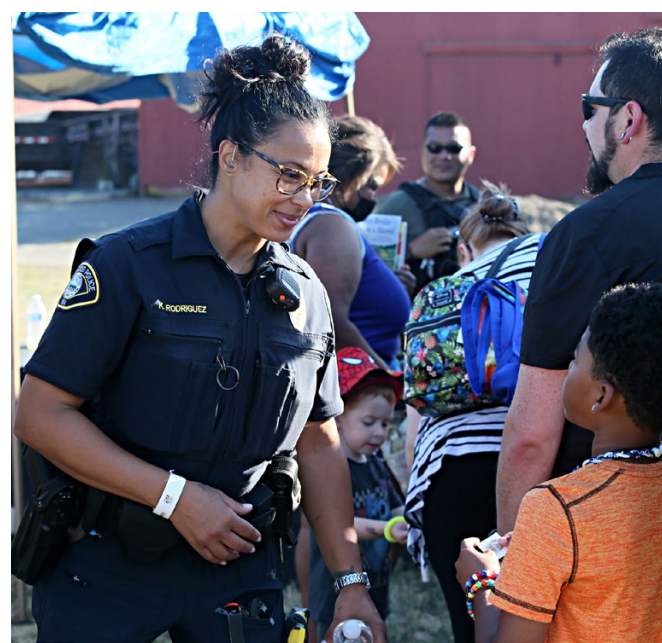
Lakewood, Washington is a thriving, culturally and ethnically diverse community with 63,612 residents who enjoy the Pacific Northwest's year-round outdoor playground.

Lakewood is at the center of everything: mountains, water, and endless evergreens. Located north of the State Capitol of Olympia, just south of Tacoma, and adjacent to Joint-Base Lewis McChord (JBLM) and Camp Murray, Lakewood features beautiful parks, attractive neighborhoods, shimmering lakes, well-developed commercial districts, and a rich history of collaborating with the community.

Lakewood's economy is highly dependent upon the military bases in the area. Lakewood is the host community to Joint Base Lewis-McChord (JBLM), one of the largest military installations in the United States. Lakewood also hosts Camp Murray, the headquarters of the Washington Military Defense Army and Air National Guard. America's Promise Alliance named Lakewood as one of the nation's "100 Best Communities for Young People" five years in a row. Lakewood also boasts one of the few true International Districts in the South Sound along South Tacoma Way and Pacific Highway, with Korean, Vietnamese, Chinese, Latino, and other influences.

The city is also home to excellent public schools all operated by the Clover Park School District. Private schools include St Frances Cabrini School, St Mary's Christian School, and Lakewood Lutheran School. Lakewood is also home to two colleges: Pierce College and Clover Park Technical College.

Lakewood is one the most diverse cities in Washington, with residents of Hispanic or Latino decent, (18.5%), Black or African American 12.9%, Two or More Races (12.9%), Asian (7.7%), American Indian and Alaska Native alone (1.2%), Native Hawaiian and Other Pacific Islander alone (3.2%), and White (48.1%). More than 15% of Lakewood residents are foreign-born.



THE POLICE DEPARTMENT 04.

The Lakewood Police Department (LPD) is one of the largest departments in the State of Washington.

To successfully counter crime challenges, the department operates a large array of programs and employs modern technology to expand its reach and efficiency. In addition to calls for service, the department has invested time and energy in developing the Behavioral Health Contact Team. In 2015, the Lakewood City Council authorized the formation of a Behavioral Health Contact Team (BHCT), making Lakewood the first city in the state to partner a dedicated mental health professional with one of its officers. This team is a collaborative effort between LPD and Greater Lakes Mental Health Care. The team responds to calls involving individuals experiencing mental health complications. The BHCT works to help and assist individuals to obtain services to address the issues they are experiencing and reduce repeat calls. This work helps streamline mental health and medical care, along with finding housing and solutions to personal needs. In 2021, the team had 347 care response episodes.



CITY OF LAKEWOOD POLICE DEPARTMENT:

Mission Statement

- Protect life and property
- Reduce crime
- Build better communities
- Respect and protect individual rights
- Enforce the laws of Lakewood and the State of Washington to achieve the greatest gains from limited resources

With a proposed budget of \$26.7 million in 2023 and \$27.1 million in 2024, LPD has a staff of 111 full-time employees, most of whom belong to one of three recognized unions. Currently, LPD has 96 commissioned officers and 4 limited and 11 non-commissioned employees. Department members work in one of two divisions to advance the department's mission:

- The **Assistant Police Chief** manages the day-to-day operations of the department. Operations are divided into four units each led and managed by a police lieutenant. Patrol (largest unit with 50 FTE) focuses on first responder activities, community policing, and proactive patrol. Criminal Investigations follows up on reports generated by patrol, investigates OIS, and processes crime scenes. Professional Standards conducts internal investigations, manages training, hiring and promotion, and pre-employment backgrounds. Last, the Specialty Units include traffic, animal control, court security, the Neighborhood Policing Unit, K-9, Marine Services Unit, and the Nuisance Abatement Team. These units contribute to the effectiveness of the delivery of police services provided by the department.
- The **Administrative Support** coordinates volunteers, fields telephone calls from the community, and is the liaison for the Public Safety Advisory Committee (PSAC).



CITY OF LAKEWOOD POLICE DEPARTMENT:

Core Values

- INTEGRITY
- DEDICATION
- TEAMWORK
- COMPETENCE
- RESPECT







THE POSITION

Under the general direction of the City Manager, the police chief plans, organizes, directs, and evaluates all activities and operations of the City's Police Department.

In addition, the chief provides highly responsible and complex administrative support to the City Manager involving coordination and collaboration with other city departments and outside agencies, as well as public relations activities within the community. The police chief exercises direct or indirect supervision over all commissioned and non-commissioned police department employees. The police chief provides leadership through effective planning, personnel management, resource allocation, and sound fiscal practices and manages employees and activities to achieve city goals of protecting life and property through professional service and proactive partnership with the community.

The police chief serves as a member of the City's Executive Leadership Team (ELT). The chief also participates on task forces and committees related to the City's strategic planning efforts to address city-wide policy and management. The police chief is an advocate for regional law enforcement collaboration and supports the development of department employees through progressive training and innovative tactics.

The police chief represents the police department before the City Council, Civil Service Commission, other quasi-judicial or administrative commissions, and community forums with City residents to support effective policing methods and outcomes that ensure accountability and the preservation of public trust, improvements in law enforcement, public education, and public relations.



06 IDEAL CANDIDATE

The next police chief will be a strategic, results-oriented leader that is ready to hit the ground running.

The ideal candidate is dedicated to serving and has a true passion for community policing through innovative, progressive, and diverse programming. The next chief will be both an inspirational servant leader and an experienced executive who will inspire 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. The next chief will be a collaborator with an infectious “can do” attitude that inspires others to accept and manage change, while upholding high-performance expectations. This individual will build collaborative working relationships across city departments, in the community and with all other partners. The next chief will have superior communication skills, a strong belief in partnerships beyond policing, and an unwavering commitment to advancing safety in the community. The successful candidate is a supportive and respectful mentor and coach who can motivate and develop staff, and someone who seeks to provide clarity and easily develops trust through relationship building. The selected candidate will be seen as a problem solver who enjoys working in an organization that is highly collaborative.



07 KEY CHALLENGES AND OPPORTUNITIES

In addition to maintaining community and officer safety the next police chief will have a number of opportunities to build on the services LPD provides:

- The City of Lakewood's culture honors a collaborative mindset. The next police chief will have an opportunity to embrace Lakewood's collaborative culture by empowering his or her staff to problem solve at all levels of the department. This approach will pay dividends to the community and the growth and development of the department's employees.
- The Lakewood Police Department is fully staffed but faces challenges recruiting a diverse workforce that is representative of the community. The next chief will need to continue to be intentional when making hiring decisions. The next chief will address recruiting strategies to ensure a strong and healthy workforce.
- The next chief will need to leverage partnerships around issues relating to homelessness and mental health to address issues that are common in a metropolitan area, while preserving Lakewood's small-town feel which will require innovation, planning, collaboration, and effective communication skills.
- The next chief will embrace innovative technologies to improve how police protect and serve and will be at the forefront of opportunities to evaluate and recommend modern technologies that improve safety and performance while being mindful of the net results for the end users.

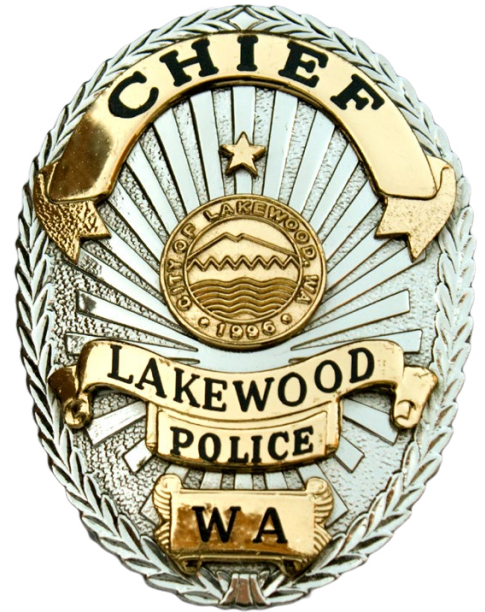


QUALIFYING CRITERIA 08.

Experience – The most competitive candidates for the Chief of Police position will possess at least 10 years of progressively responsible law enforcement experience, in a qualified federal, state, or local law enforcement agency including at least five (5) years of supervisory and command experience. It is preferred that this experience be with a similar-sized or larger metropolitan police agency. Candidates must have a proven track record of working collaboratively inside the organization and with community and law enforcement partners.

Education – A Bachelor's degree in criminal justice, public administration, or a related field is required. A Master's degree is preferred, as is advanced leadership training at the FBI National Academy, PERF's Senior Management Institute of Police, Northwestern Staff and Command or the Southern Police Institute.

Certification Required – The position requires certification, or ability to obtain certification, as a police officer in the State of Washington.



COMPENSATION AND BENEFITS

The salary range for this at-will position is \$159,014 - \$201,703 annually, with placement depending on qualifications and accomplishments. Compensation will be augmented by an excellent benefits package, including the following:

- Washington State Department of Retirement Systems (DRS) Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF)
- Social Security Replacement In lieu of Social Security, the City provides an alternative plan through Mission Square Retirement. The employee contributes 6.20% and the City contributes 4.77% of the employee's salary.
- A voluntary 457 deferred compensation plan has a 3% city match.
- A full array of insurance: Medical, Dental, Basic Life/Accidental, Long-term Disability

Please contact Public Sector Search & Consulting for additional information about the city benefits.

NOMINATION AND APPLICATION PROCEDURES

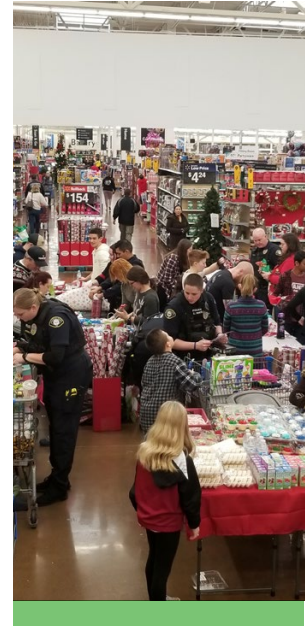
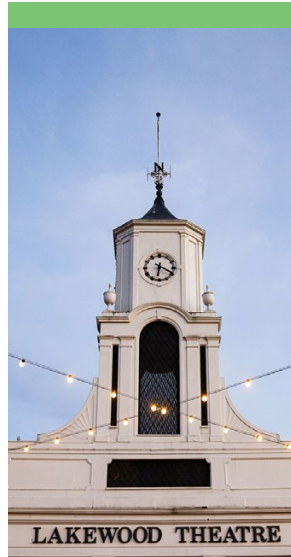
09.



APPLY TODAY!

This recruitment will be handled with confidentiality throughout the various stages of the search and selection process. This position will be considered “open” until a final selection is made. Candidates are strongly encouraged to submit a compelling cover letter, comprehensive resume, and list of references via email to apply@publicsectorsearch.com by November 11, 2022.

Only the most highly qualified candidates will be invited to the selection process in early December 2022. An offer, contingent on a detailed background, which includes a psychological examination as required in RCW 43.101.095; a polygraph test as required in RCW 43.101.095; a physical exam to include a drug test; and a stringent personal background investigation will follow. Ideally, the new Police Chief will join the City of Lakewood in early 2023 or upon a mutually agreed upon date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

Office: 916.789.9990

www.publicsectorsearch.com

Gary Peterson, (Chief of Police, Ret.), Search Consultant

gary@publicsectorsearch.com

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