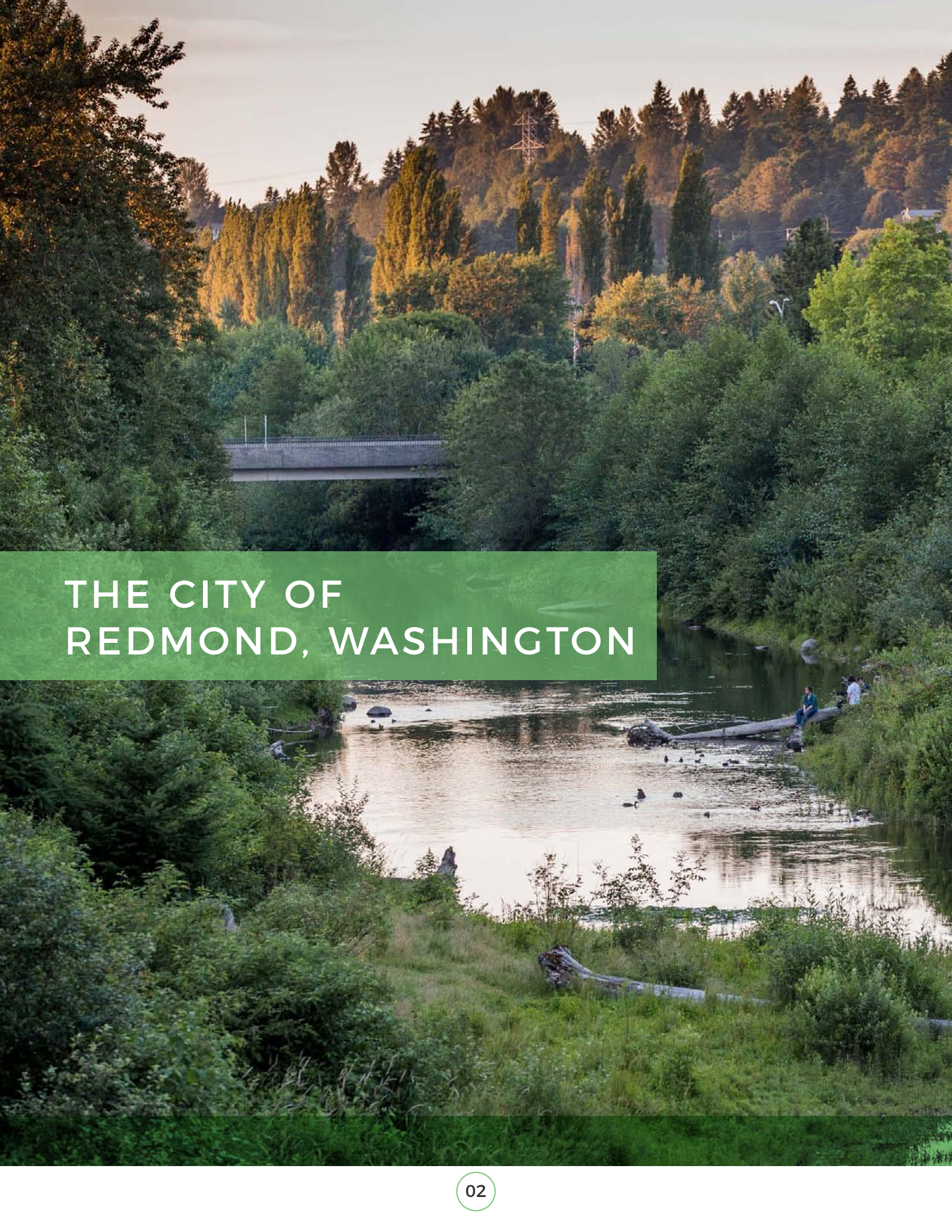


**A SEARCH IS**  
underway for a  
new Police Chief.

**Redmond, WA**



# CHIEF OF POLICE

A scenic view of a river in Redmond, Washington. In the background, a concrete bridge spans the river, surrounded by dense green trees. The hills in the distance are covered in a mix of evergreen and deciduous trees, some showing autumn colors. The river is calm, reflecting the sky and the surrounding greenery. In the foreground, there are more trees and a large log floating in the water. A few people are visible on the right bank, sitting on a log. The overall atmosphere is peaceful and natural.

# THE CITY OF REDMOND, WASHINGTON

# 01. A RARE AND INCREDIBLE OPPORTUNITY



**A search is underway to attract highly qualified candidates to lead the Redmond Police Department (RPD).**

In this special and challenging time in American law enforcement history, this is a rare and incredible opportunity to lead a progressive law enforcement agency in a supportive and diverse community.

The City of Redmond seeks to continue a strong police-community relationship that engenders trust, advances community policing, and increases public safety.

Redmond seeks a Police Chief who is passionate about that mission and enthusiastic about this opportunity.

## GOVERNING STRUCTURE

# 02.

**Redmond has a strong Mayor/Council, non-partisan form of government. Seven Council Members and the Mayor, all representing the community at large, are each elected directly by the people for staggered four-year terms.**

The City Council adopts the City budget, establishes law and policy, approves appropriations and contracts, and levies taxes and grants franchises. The Mayor appoints the Police Chief and all other Directors.

Like other department heads, the Police Chief is an at-will employee and serves at the pleasure of the Mayor. The Police Chief is a part of the Mayor's Directors Team, and reports to the Chief Operating Officer.

Together, the Mayor and Directors Team lead the City to strategically achieve the community's desired vision, which is reflected in the following priorities:

- **Clean & Green** - Continue to advance our environmental stewardship
- **Diverse & Connected Community** - Enhance outreach and inclusive support of our global and connected community
- **Infrastructure** - Preserve, maintain or replace what we must to help prepare us for the future
- **Responsible Government** - Improve processes and systems, and invest in our employees through training opportunities and succession planning to allow us to better serve the community
- **Safety** - Maintain our safe community and enhance community character
- **Vibrant Economy** - Support Redmond's robust local economy, businesses, and job growth





## THE CITY 03.

**Redmond, Washington is a thriving, culturally diverse community with more than 64,050 residents who enjoy the Pacific Northwest's year-round outdoor playground. Redmond is at the center of everything: mountains, water, and endless evergreens.**

Located just 11 miles northeast of downtown Seattle, Redmond's diverse employment base includes more than 94,057 jobs in a variety of fields such as: technology, aerospace, gaming, biomedical as well as innovative start-ups.

Housing options range from stately single-family suburban homes, to modern, multi-family complexes in the City's two urban centers. The City maintains an excellent record for public safety and includes several award-winning schools, a great park system, an emphasis on quality development, and a commitment to protecting the natural environment.

Combined, these attributes offer an excellent quality of life for the people who live and work in Redmond. In 2017, Niche.com ranked Redmond as the best place to live in Washington State using data points such as school quality, housing trends, employment, low crime, and access to other amenities.



# POLICE 04. DEPARTMENT

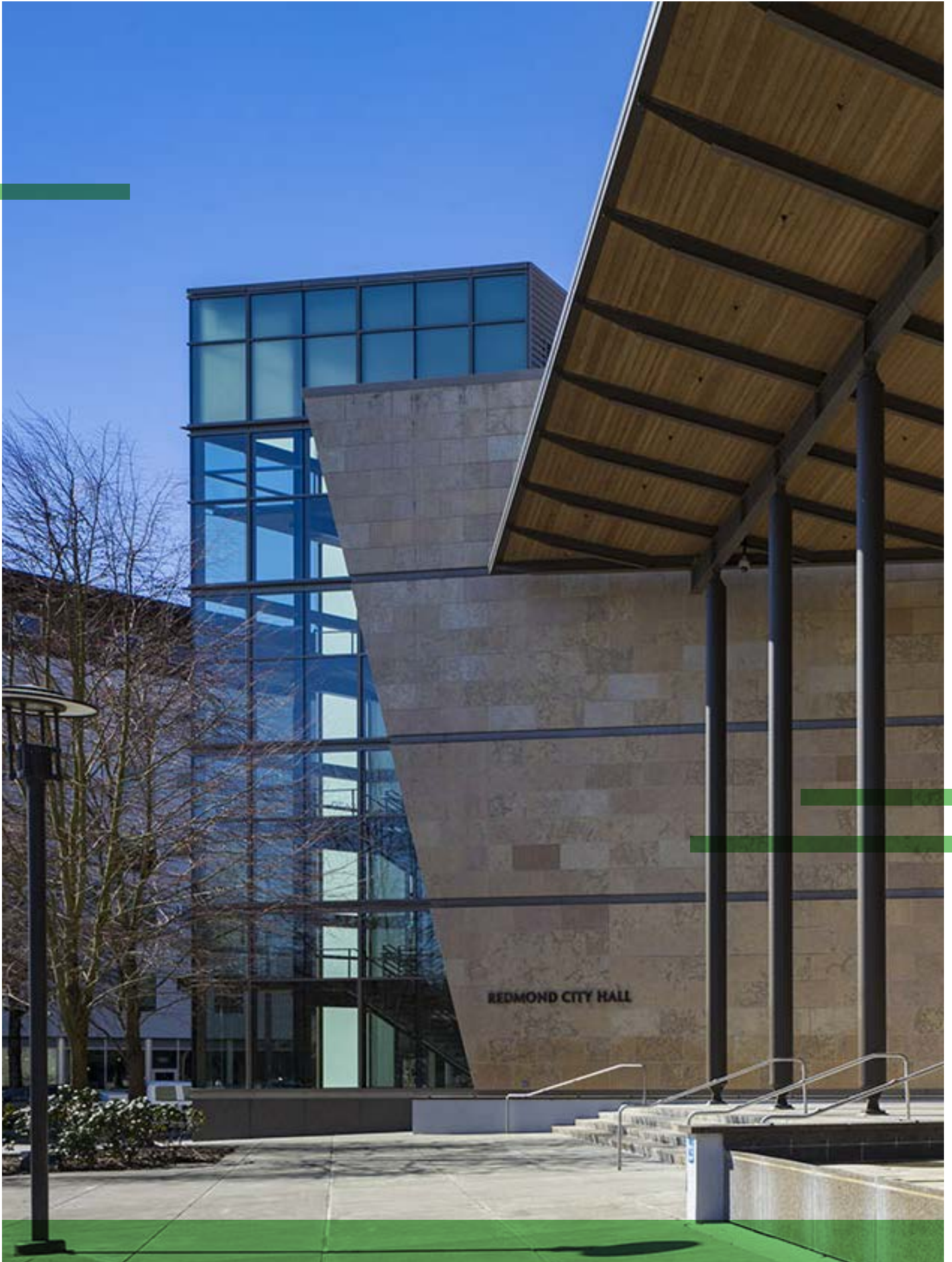
**The Redmond Police Department (RPD) is dedicated to customer service and problem solving through collaboration and communication, while maintaining an environment that values trust, excellence, and accountability through leadership.**

With a 2019-2020 budget of \$38 million, RPD has a staff of 130 employees, most of whom belong to one of three recognized unions. Currently, RPD has 89 commissioned officers and 41 non-commissioned employees.

While the Police Chief is responsible for strategic oversight and leadership of the department, both commissioned and non-commissioned employees work in one of two divisions:

- The **Operations Division** engages in traditional law enforcement activities complemented by innovative strategies rooted in Community and Problem Based Policing. The Division has two major units: Patrol Operations and Support Services. The Division also provides direct police services to the public, including 911 communications, traffic enforcement, K-9 and the Bike Unit.
- The **Administration Division** has three major sections: Training & Recruiting, Community Engagement, and Investigations. Community Engagement oversees school resource officers, the public information officer, crime prevention, and volunteers. This unit advances the department's engagement efforts and its members can be found giving tours to local Scouts and youth groups, attending community events, distributing crime prevention information, and so much more.

The Investigations Unit has three investigative sections responsible for following up on crimes committed against persons or property and investigating serious or unusual incidents following the initial response by patrol.



# 05.

## 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 the community and has a true passion for community policing through innovative, progressive, and diverse programming.

### PRINCIPLED LEADER

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.

### RELATIONSHIP BUILDER

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 with members of the Directors Team, community stakeholders, and other partners.



## INSPIRING COMMUNICATOR

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, seeks and provides clarity, and easily develop trust through relationship building. The selected candidate will possess strong values that align with the City's – integrity, accountability, commitment to service, and welcoming.

## STRATEGIC DIRECTOR

In addition, the next Chief is a problem solver who enjoys working in a highly collaborative organization where members of the Directors Team share the strategic decision-making process.





## KEY CHALLENGES AND OPPORTUNITIES 06.

In addition to maintaining community and officer safety through progressive policies, training, equipment and adequate accountability and oversight, the next Police Chief will work on a wide variety of shared legacy projects, programs, and initiatives, including:

- **Creating a strategic vision** for future policing practices that align with the City's priorities.
- **The city values succession planning** that will create opportunities for development and mitigate adverse impacts of attrition through well thought-out and collaborative planning.
- **Recruiting qualified and diverse applicants** is a significant challenge. Currently, the department is down nine (9) police officer positions. The next Chief will address recruiting strategically to ensure a strong and healthy workforce.
- **Leveraging resources and partnerships** to accommodate rapid growth, while preserving a small-town feel will require innovation, planning, collaboration, and strong communication skills.
- **Embracing new technologies** will improve how police protect and serve. The next Chief will be at the forefront of opportunities to evaluate and recommend new technologies that improve safety and performance.



## QUALIFICATIONS

### EXPERIENCE

The most competitive candidates for the Police Chief position will possess at least 10 years of progressively responsible law enforcement experience, including senior executive assignments and management of community policing efforts. It is preferred that this experience be with a similar sized or larger metropolitan police agency.

Candidates must have a proven and demonstrated track record of working effectively in an urban environment with a culturally and ethnically diverse community.

### EDUCATION

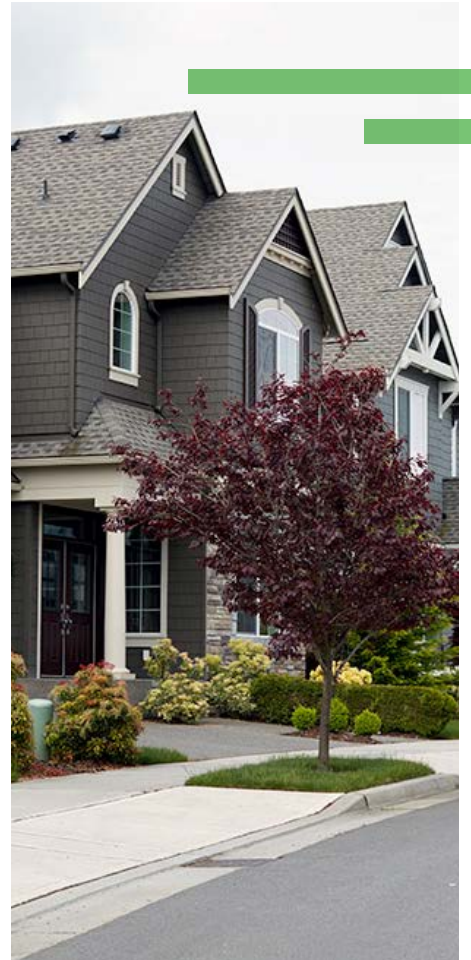
A Bachelor's degree, preferably augmented by graduate studies, is highly desirable.

### CERTIFICATION REQUIRED

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/#>.

### NO RESIDENCY REQUIREMENT

The selected candidate is required to have a 40-minute response time to the City limits in an emergency that requires his/her presence.





# 08. COMPENSATION & BENEFITS

**The salary range for this at-will position is \$139,164 - \$194,820 annually, with placement depending on qualifications, salary history and accomplishments. Compensation will be augmented by an excellent benefits package that includes the following:**

## **MEDICAL INSURANCE**

Choice of two plans for employees and their eligible dependents:

Healthcare Management  
Administrators or Kaiser  
Permanente

## **PRESCRIPTION DRUG INSURANCE**

Included with each medical plan

## **DENTAL INSURANCE**

For employees and their eligible dependents

## **VISION INSURANCE**

For employees and their eligible dependents

## **OTHER INSURANCE**

Life, accidental death & dismemberment insurance, short and long-term disability, optional employee-paid voluntary life insurance

## **FLEXIBLE SPENDING ACCOUNTS**

For tax savings on healthcare and dependent care expenses

## **VACATION**

21 days each year, prorated from January 1 for new hires

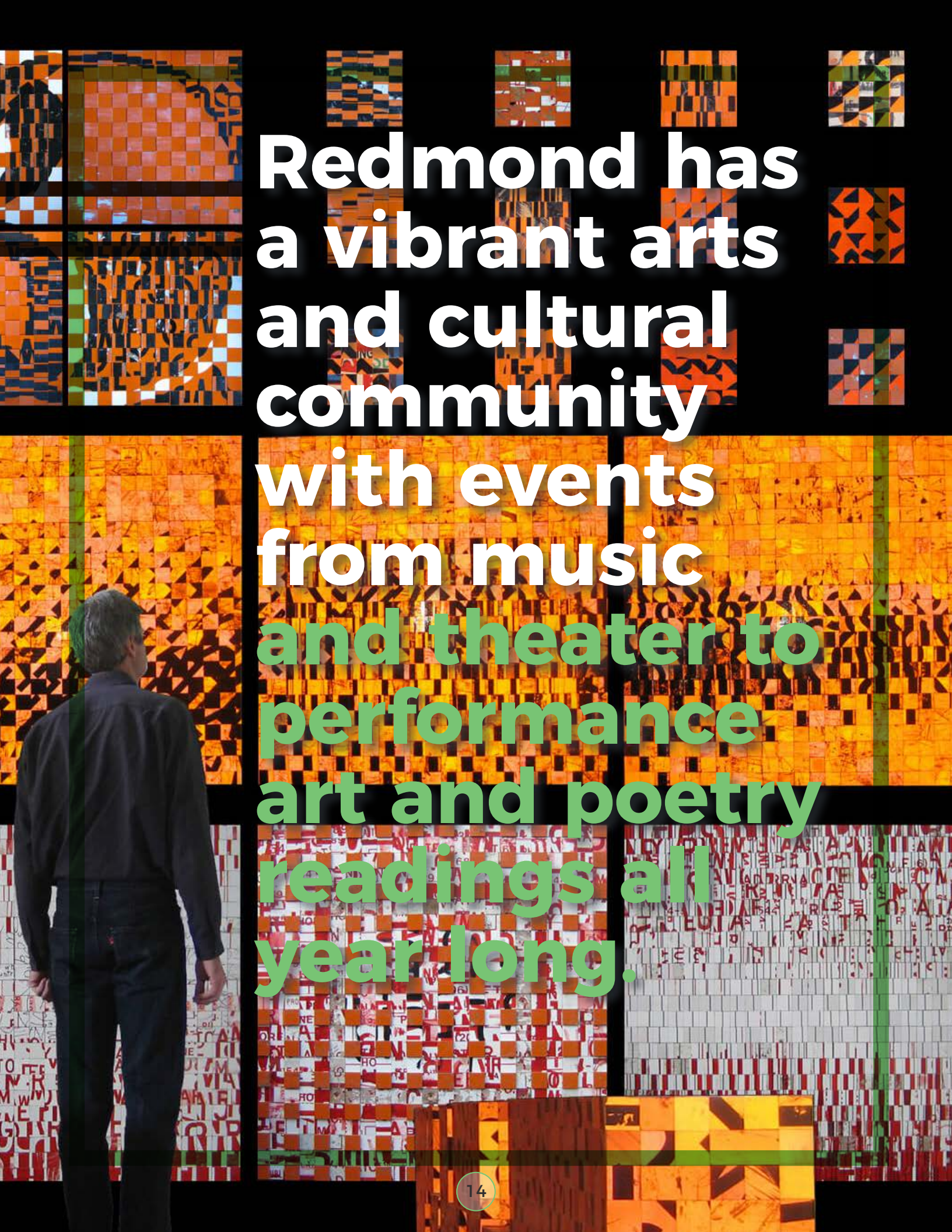
## **ADMINISTRATIVE LEAVE**

6 days each year, prorated from January 1 for new hires

## **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

## **RETIREMENT PLANS**

Department of Retirement Systems (DRS) LEOFF plus additional options that include: Municipal Employees Benefit Trust (Social Security replacement plan) and MetLife 457 Plan



**Redmond has  
a vibrant arts  
and cultural  
community  
with events  
from music  
and theater to  
performance  
art and poetry  
readings all  
year long.**



# TO BE CONSIDERED 09.



## APPLY TODAY!

This recruitment will be handled with strict 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 apply by June 7, 2019.

Electronic submittals (strongly preferred) are to be sent to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com) and should include a compelling cover letter, comprehensive resume and list of references.

Only the most highly qualified candidates will be invited to the selection process in late June 2019. Final candidates will be forwarded to the Mayor and Chief Operating Officer for a final decision and selection in early July.

An offer, contingent on a detailed background, will follow. Ideally, the new Police Chief will join the City of Redmond in August 2019 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.**

**Chief Gary Peterson (Ret.), President & CEO**

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

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

The City of Redmond is an equal opportunity employer who supports equal opportunity for all people, regardless of Race, Color, Religion, Gender, Sexual Orientation, Age, National Origin or Disability.



# Raising the bar for Public Sector Search

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