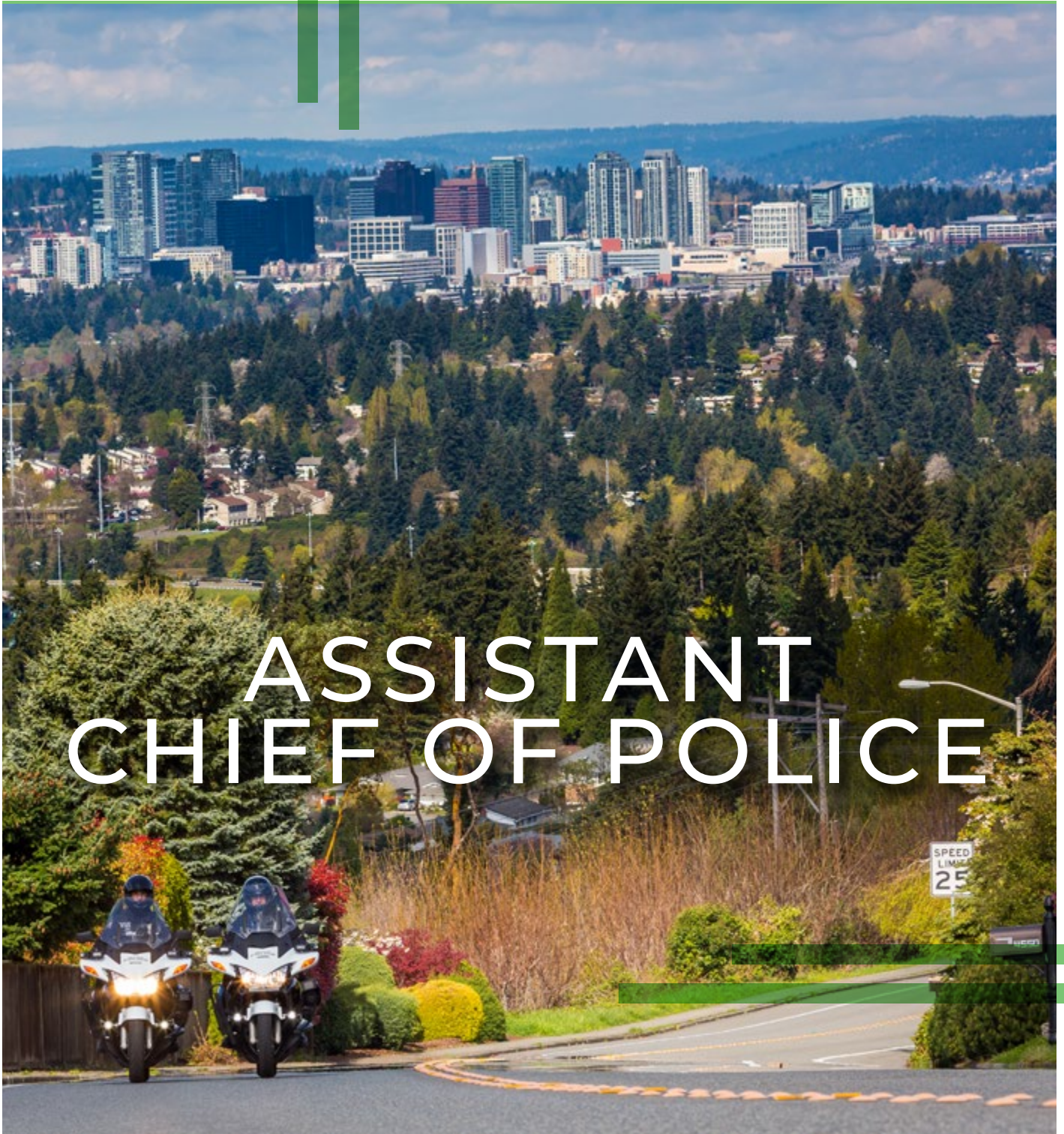


A NATIONAL SEARCH
is underway for a new
Assistant Chief of Police

Bellevue, WA

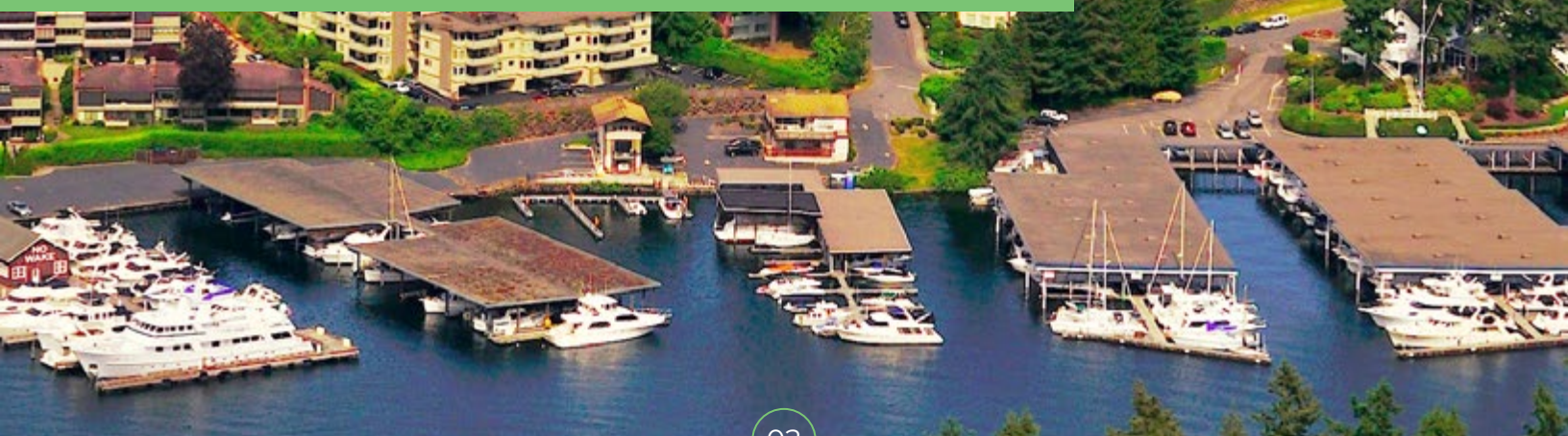


ASSISTANT CHIEF OF POLICE





THE CITY OF BELLEVUE, WA





01. THE OPPORTUNITY

The City of Bellevue, WA, offers an outstanding opportunity for a forward-thinking police leader to become an Assistant Chief and work under the guidance of Police Chief Stephen Mylett, who has led the department the past five years. The next Assistant Chief will be an excellent communicator who will earn the community's trust and the respect of the command staff and line-level employees.



02. ABOUT THE POSITION

The Assistant Police Chief manages one of the two major bureaus, Operations or Administrative Services. The Assistant Chief has considerable discretion and latitude but is guided by the department's Mission Statement, Vision and Guiding Principles Respect, Integrity, Accountability and Service, as well as the goals, objectives, policies and procedures established by the Police Chief. The Assistant Chief serves as the primary advisor to the Chief, formulates policy

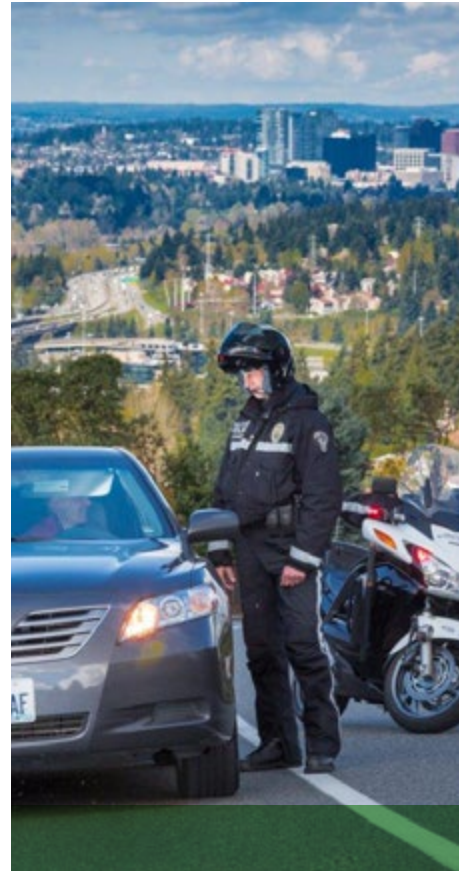
and procedure recommendations for approval, and represents the Department in the Chief's absence. Typical responsibilities include directing staff, managing the bureau's budget, developing innovative ideas and implementing best practices in law enforcement. The Assistant Chief plans and organizes operations and will take command during high impact critical incidents and serve as a liaison between the department and local, state and federal agencies.

THE COMMUNITY 03.

Home to some of the world's most innovative technology companies and businesses, Bellevue is an exceptional community with over 140,000 residents, spanning 33 square miles centered in the heart of the Puget Sound region.

Serving as the metropolitan center for east King County, with the Cascade Mountains to the east and Seattle just 10 miles to the west, Bellevue is considered Seattle's largest suburb and is routinely recognized as one of the "best places to live" in the country. Current companies with headquarters in Bellevue include PACCAR Inc., T-Mobile, Valve Corporation, and soon, Amazon. An economic powerhouse, the Bellevue area, is a premier location for 25 of the largest public companies in Washington and many Fortune 500 companies, including Microsoft, Boeing and Puget Sound Energy. Bellevue is ideally situated along Interstate Highways 90 and 405 and State Route 520. In 2016, light rail transit construction began in Bellevue, with service expected

to start in 2023. East Link, a voter-approved project, will extend light rail from Seattle, across Lake Washington along I-90, through Bellevue and on to the Overlake Transit Center in Redmond. With over 2,800 acres of parks and open space, Bellevue is known as a "City in a Park." The City is known for its environmental stewardship, award-winning park systems, and a vast network of green spaces, all of which contribute to an exceptional quality of life. Bellevue School District provides quality education to more than 19,000 students in grades Pre-K through 12 on 28 campuses. Bellevue's high schools are consistently rated in the top 100 schools by Newsweek magazine, making the community a magnet for families.



04. THE DEPARTMENT

The Bellevue Police Department (BPD) has a professional staff of 232 employees, 185 of whom are sworn officers and 47 civilian staff, with a Fiscal Year 2020 operating budget of \$50.4 million.

The department's highly trained officers and professional staff utilize a combination of reactive and proactive response methods to respond to citizen needs. To achieve the goal of a safe community, the department partners with the community to identify problems early on and looks for the best solution(s). The department responded to approximately 94,553 calls for service in 2019, a 2% increase over 2018. Chief Steve Mylett currently leads the department.

The department is organized into two bureaus – Operations and Administrative Services, each commanded by an Assistant Chief who reports directly to the Police Chief. Operations are divided into two divisions: Operations (Patrol) and Investigation. The Administrative Services Bureau includes the Records, Personnel Service unit (training), Courts and Custody unit, and Property/Evidence unit. The Bellevue Police Management Association represents majors and captains and the Bellevue Police Officer Guild represents police officers and sergeants.

The department embraces a community engagement initiative that seeks to improve upon who we will be as a department tomorrow by taking a comprehensive look at what we have done in the past and what we are doing today. The department engages members of the community (citizens, service groups, faith-based groups, educational and business sector groups, and other governmental agencies) in open, honest, and constructive dialog, thereby breaking down barriers, collaborating, and building communication pathways to build trust. We have multiple advisory boards that work with our department leadership to advise the Chief of Police.

The city's departments and staff have also won numerous awards for their activities. For example, the department has been fully accredited as an Advanced Law Enforcement agency since 2005 by the Commission on Accreditation for Law Enforcement Agencies (CALEA), most recently receiving the Gold Standard accreditation in 2017. Bellevue's exceptional quality of life and excellent national reputation for its Police Department make this opening one of the most nationally prestigious positions for assistant police chiefs. We encourage you to consider joining the city and contributing to our exceptional community.



MISSION:

To provide a safe place to live, work, and visit through quality law enforcement practices delivered by dedicated professionals. We focus our efforts and resources to Reduce Crime, Reduce the Fear of Crime, and Enhance the Quality of Life for all who call Bellevue home



05. THE IDEAL CANDIDATE

The position requires a strategic leader who is innovative, proactive, forward-thinking, a team player, and can make tough decisions. The “ideal” candidate for the Chief of Police position will be:

PRINCIPLED LEADER

The next Assistant Chief will have a well-developed executive management philosophy in addition to law enforcement expertise. Top candidates will be passionate about policing and have an open and collaborative management style. The next Assistant Chief will be knowledgeable on topics such as implicit bias, social justice, procedural justice, racism, cultural awareness, and matters specific to serving in a very diverse community.

INSPIRING COMMUNICATOR

Top candidates will have superior communication skills, a strong belief in partnerships beyond policing, and an unwavering commitment to advancing community safety. The successful candidate has a command presence that is welcoming and engaging. Top candidates have demonstrated success operating within various settings from media to community events.

RELATIONSHIP BUILDER AND MENTOR

The next Assistant Chief will be a collaborator with an infectious “can do” attitude that inspires others to accept and manage change, while upholding high-performance expectations. The selected candidate will be a supportive and respectful mentor and coach who can motivate and develop staff, seek and provide clarity, and easily develop trust through relationship building. Top candidates will also inspire confidence and trust from the community and earn the respect of both commissioned and non-commissioned personnel.

EXPERIENCED POLICE EXECUTIVE

The most competitive candidates will have a record of success leading a division or bureau in a police agency where they had the opportunity to provide strong leadership, exceptional community service and engagement, innovation in police technology, and strong budgetary management skills. The strongest candidates will have experience negotiating with bargaining units and have a proven track record of managing difficult disciplinary issues. The selected individual will possess strong values aligned with the City’s values — Exceptional Public Service – Stewardship, Commitment to Employees, Integrity, and Innovation.

06. QUALIFICATIONS & EXPERIENCE



EDUCATION

Graduation from an accredited four-year college or university with a degree in criminal justice, business, public administration, or related field augmented by graduate studies is highly desirable. An executive or manager's certification is preferred.

EXPERIENCE

The most competitive candidates for the Assistant Chief position will possess at least two years of progressively responsible experience as a police captain or major. Candidates must have a track record of working effectively in an urban environment with a culturally and ethnically diverse community.

07. COMPENSATION AND BENEFITS

This at-will position's salary range is up to \$158,769, plus a market premium of 8%. Candidates should also be aware that the State of Washington does not impose a state income tax. Further details on city provided benefits may be obtained [here](#).



08

APPLY TODAY!

This position will be considered “open” until a final selection is made. The first review of applications will occur on December 18, 2020. Candidates are strongly encouraged to apply early for optimal consideration. Electronic submittals (strongly preferred) are to be sent to apply@publicsectorsearch.com and shall include a compelling cover letter, comprehensive resume and list of references. Only the most highly qualified candidates will be invited to participate in the selection process. After the selection, an offer will follow contingent on the successful completion of a detailed law enforcement background investigation and other City hiring requirements. Ideally, the new Assistant Chief will join the City of Bellevue in early 2021 or upon a mutually agreed 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

Chief Mark Helms (Ret.), Project Consultant

mark@publicsectorsearch.com

Mobile: (209) 639-4077 | Office: (916) 789-9990

The City of Bellevue supports workplace diversity and does not discriminate on the basis of race, color, gender, sexual orientation, gender identity or expression, religion, national origin, marital status, age, disability, veteran status, genetic information, or any other protected status.

Raising the bar for Public Sector Search



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