



City of
Pacific

RECRUITMENT ANNOUNCEMENT

POLICE SERGEANT

The City of Pacific seeks an energetic, forward-looking leader to help guide the Pacific Police Department into the future. This is an exciting opportunity to enhance your career in a supportive community and make a large impact on our mission, vision, and values .

The mission of the Pacific Police Department is to make the City of Pacific a safe place to live, work, and play.

Our vision is to be recognized as the standard of excellence in small-city policing.

- *Internally, every employee will believe that the Pacific Police Department is a great place to work.*
- *Externally, our community will believe the department is a proactive, progressive, and professional organization committed to making our city a safe place to live, work, and play.*

We value positive attitude, excellence and quality in all we do, accountability, clear direction, team work, and learning.



Pacific Police Department

Craig Schwartz, Chief of Police
100 3rd Avenue SE
Pacific, WA 98047
(253) 929-1130



About the City of Pacific



Statistics

- **Population:** 7,178
- **Median Age:** 33
- **Households:** 2,383
- **Average Calls for Service:** 8,060
- **2019 Department Budget:** \$2.05 million
- **12 Commissioned and 1.5 Support staff**



The City of Pacific is primarily in King County, Washington, with the southern end of the city in Pierce County. Its neighbors are the cities of Algona, Auburn, Sumner, Milton, and Edgewood. The City of Pacific was formed as an agricultural community in the mid-1800s and incorporated in 1909.

Pacific is managed with a Mayor-Council form of government. The council consists of seven members, and an elected Mayor, who serve four-year terms. The council is supported by a City Administrator reporting to and under the direction of the Mayor. The City Administrator is responsible for overseeing and coordinating all city departments, programs, and finances. The City has over 60 employees with a 2019 budget of over \$20 million.

About the Department

The Department has 14 employees, 12 of which are commissioned officers to include the Chief of Police, a Lieutenant, and two Sergeants. Additionally, there is one full-time Police Specialist and a half-time Police Specialist.

There are 6 patrol officers, a traffic officer, and one detective. Pacific Police officers also participate on the Major Crimes Task Force with the Coalition of Small Police Agencies.

The Pacific Police Department's vision is to set the standard of excellence in small-city policing and be seen by our community as a professional, proactive, and progressive police department.

The Pacific Police Department is committed to develop and support a team of professionals who consistently seek and find innovative policing strategies to affirmatively promote, preserve, and deliver those quality services which enhance the security and safety in our community. To support this mission, we will work in strong partnership with the community.



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Salary:

- \$7,827 – \$8,636 Monthly

Benefits:

- 12 Holidays
- Vacation, sick leave, comp time
- Medical, dental, vision insurance through AWC
- Take home car
- Education Premium: 2% for AA degree, 4% for bachelor's degree
- Longevity pay

Licenses & Certificates:

- Peace Officer and supervisor Certification
- Basic Law Enforcement Academy (or ability to complete equivalency academy for out of state candidates)
- Valid Washington State Driver's License

Ability to:

- Manage patrol operations, department training, and assigned projects
- Understand applicable RCW, City Ordinances, Civil Service Regulations, Labor Agreements, and related laws and WAC
- Exercise authority in a positive manner for the maintenance of discipline and departmental objectives
- Instill confidence in and compliance with department rules, regulations, policies, procedures, and general orders
- Supervise and evaluate performance of subordinates and interpret evolutions for correcting deficiencies in a positive manner

Education/Experience:

- At least four (4) years experience as a Police Officer with a general authority law enforcement agency.
- High school diploma/GED; completion of 90 semester units of relevant college course work is highly desirable.

**ABOUT THE POSITION**

Under the direction of the Police Lieutenant, Police Sergeants supervise and evaluate the performance of assigned personnel, and manage field incidents, investigations, and training operations. Sergeants also personally perform investigative, patrol, and administrative duties. The position requires extensive skill and experience in communication, management, judgement, and law enforcement.

FUNCTION

This is a supervisory-level position involving the operational oversight and longer range planning within the Police Department. The primary function of the Police Sergeant is to protect lives and property within the City of Pacific by performing work directly related to the supervision and general operations of the Police Department. Positions in this classification may manage the work of both commissioned and non-commissioned personnel.

The Sergeant supervises law enforcement and support activities, including (but not limited to) training, investigations, and patrol.

This position assists in planning, staff supervision, and public relations. The Sergeant works within well-established policies and procedures and exercises considerable independent judgement in the operation of assigned areas. The Sergeant has on-call responsibilities. The position is non-exempt from department overtime under the Fair Labor Standards Act, and the position is covered by civil service regulation.



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Application Process

To Apply for this position, please submit:

- A **resume** (three-page maximum).
- A City of Pacific employment application (available online at <https://www.pacificwa.gov/cms/one.aspx?pagelId=11662835>).

You must submit your packet (electronic packets preferred) to:

Attention: Laurie Cassell

Pacific Police Sergeant's Application Materials

Mailing address:

100 3rd Ave SE

Pacific, WA 98391

Email: lcassell@pacificwa.gov

This position will remain open until filled. First review of applications will be on Friday, June 18, 2021.

Applicants will be notified of testing date



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