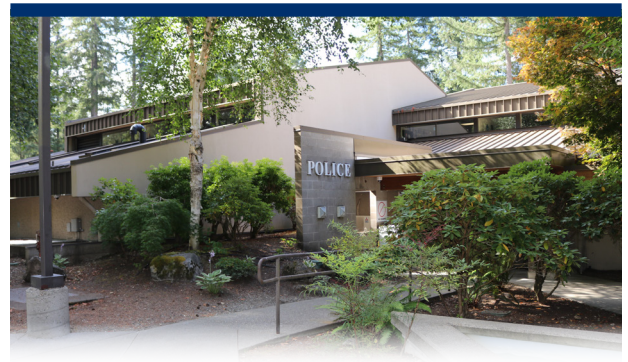




# CITY OF LACEY Chief of Police



*Recruitment Announcement*



The City of Lacey, Washington seeks a dynamic, seasoned executive to lead its Police Department. This is an exciting law enforcement opportunity to work in a progressive and effective organization.

*The primary mission of the Lacey Police Department is partnering with the community to make Lacey a safe and desirable place to live, work, learn, and play.*



WASHINGTON ASSOCIATION OF SHERIFFS & POLICE CHIEFS

*Serving the Law Enforcement Community and the Citizens of Washington Since 1963*

**Michael Painter**, Director of Professional Services  
Washington Association of Sheriffs and Police Chiefs  
Phone: (360) 292-7959 • Email: [mpainter@waspc.org](mailto:mpainter@waspc.org)





## COMMUNITY PROFILE

Incorporated in 1966, Lacey has evolved into a thriving city that promotes its sense of community through events and programs designed to celebrate its heritage and cultural diversity, enhance its neighborhoods, and preserve the natural environment. Lacey is a young, progressive, and growing community, situated on the southern end of Puget Sound. It is located near beautiful ocean beaches, lakes, and mountains offering unlimited outdoor recreation. Lacey's proximity to the state capital allows cultural and educational opportunities normally not associated with smaller urban areas.

Lacey is a full-service city, with the exception of fire, which is contracted. The City also benefits from a strong public education system in the North Thurston Public Schools district. In addition, Lacey is home to institutes of higher learning, including Saint Martin's University and South Puget Sound Community College extension campus.



### LACEY QUICK FACTS

Population:	<b>50,170</b>
Square Miles:	<b>17</b>
Median Age:	<b>34</b>
Median Household Income:	<b>\$59,624</b>
Average Home Price:	<b>\$316,144</b>
City Parks:	<b>29</b>
Golf Courses:	<b>4</b>
Community Events & Festivals:	<b>21</b>
Ave. High Winter Temperature:	<b>47° F</b>
Ave. High Summer Temperature:	<b>77° F</b>

### CITY GOVERNMENT

Lacey operates under a Council-Manager form of government. The City Council has seven members, including the Mayor. The Councilmembers and Mayor are non-partisan, elected officials. The City Manager reports to the Council. The Chief of Police, a vital member of the City's executive management team, reports directly to the City Manager.





## DEPARTMENT INFORMATION

The Lacey Police Department provides a wide range of services on behalf of the Lacey community including citizen outreach, collaboration with schools, managing crime prevention programs, and investigating major felony crimes. The public and the police work together to ensure the overall safety of the community. This partnership is critical in maintaining the City of Lacey's high quality of life, allowing the Lacey Police Department to proactively respond to emerging issues confronting the community. The Department prides itself in excellent customer service and a low crime rate. This is due to the professionalism and training of the men and women who wear the uniform, and from the willingness of Lacey citizens to get involved and report criminal activity affecting their community. The Lacey Police Department will continue to strive to meet the needs of the community and enforce laws in a uniform and fair manner to preserve and maintain the safety of our neighborhoods, schools, and businesses.

In addition to primary assignments, the Department also has opportunities for Officers to become certified Instructors in Defensive Tactics, Emergency Vehicle Operations, Firearms, Tactical, Fair and Impartial Policing, Implicit Bias, Police Training, and Less Lethal Weapons.

Various units, teams, and programs include:

- Anti-Crime
- Traffic
- Detectives
- School Resource Officers
- Field Training
- Hostage Negotiation
- SWAT
- Dive/Rescue
- Drug Recognition
- Accident Investigation
- Boat/Marine Patrol
- Bike Patrol
- Volunteers (Lacey Resource Unit and Explorers)

The Lacey Police Department is a state accredited agency located within Lacey City Hall.

### DEPARTMENT STRUCTURE

Chief  
Commanders: **3**  
Sergeants: **8**  
Police Officers: **41**  
Support Personnel: **7.5**  
Police Department Budget:  
**~ 10 M**







## IDEAL CANDIDATE: PROFILE



For this key position, the City of Lacey seeks a skilled leader with excellent oral and written communication skills who is comfortable speaking to various groups, elected officials, neighborhood / community groups, and the media. The candidate must be familiar with the operational and policy issues associated with a medium-size law enforcement agency. Experience working in the Northwest or similar labor climate is preferred.

The Lacey Police Department has an excellent relationship with the local community. The successful candidate must actively maintain and further develop these positive relationships, have a can-do attitude, an appropriate sense of humor, and be approachable.

### *The ideal candidate will have experience and demonstrated success in the following areas:*

- Contemporary policing and staffing methods in a high-performing department.
- Providing high-level management to the Department.
- Providing regular, inclusive communication to all Police Department members.
- Showing support for all employees including command staff, uniformed staff, non-commissioned staff, local bargaining unit leadership, and members of other city departments.
- Team building and staff development, particularly among their Commanders and supervisors.
- Hands-on leadership, integrity, and accountability.
- Commitment to innovative policing practices.
- Building a functional and cohesive team with measurable outcomes that align with Lacey's values.
- Ability to make timely and informed decisions.
- Skill in delegating assignments and maintaining accountability across the organization.

The Police Department is due for an update. Candidates familiar with construction practices or experience with a new or remodeled police department is desirable.



# IDEAL CANDIDATE: EXPERIENCE, EDUCATION, TRAINING

## MINIMUM QUALIFICATIONS

Combination of education and experience demonstrating knowledge, skills, and abilities equivalent to:

- A Bachelor's degree in law enforcement, public administration, or a related field.
- A minimum of five years of command or management-level experience in a police department supervising both sworn and civilian staff members.
- 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)
- All candidates will be subject to a comprehensive background investigation (which includes, but is not limited to: a driving record, work history, credit history, conviction/arrest record, reference checks, and drug history), a polygraph examination, psychological evaluation, and pre-employment medical testing checking for the ability to perform the essential functions of the position.
- Comprehensive understanding of the essential job functions for the ranks of Police Officer, Police Sergeant, and Police Commander.
- Candidates who have been separated from commissioned law enforcement activities for two years or longer will not be considered for this position.



## PREFERRED QUALIFICATIONS

- A graduate degree in a related field to law enforcement.
- Completion of advanced relevant police management training such as the FBI National Academy, the Senior Management Institute for Policing (SMIP), or the Northwest School of Police and Command.
- Ten years of command-level experience, with three years commanding/managing patrol operations.
- Five years of command of an investigative or administrative assignment, as well as experience as a Deputy Chief or equivalent.







## COMPENSATION

The City of Lacey has established a monthly salary range of \$10,289.32 - \$13,171.20 for this position. Employees receive generous employer contributions (100% employee/90% dependents) toward coverages for medical, dental, and vision. Insurance coverage begins the first of the month following date of hire.

### **Other benefits:**

- 10 holidays, 2 floating holidays, 18 vacation days (accruals increase with years of service), and 12 sick days per year.
- The City currently contributes \$25 per month towards a health reimbursement account (HRA-VEBA).

### **The City provides:**

- Basic life insurance policy equal to one times the annual salary (up to a maximum of \$150,000).
- A long-term disability plan.

### **Employees can:**

- Purchase additional life insurance.
- Participate in the City's deferred compensation plans.

The City is a member of the State Law Enforcement Officers & Fire Fighters Retirement System (LEOFF II) and does not contribute to social security for commissioned positions.

The Police Chief is an FLSA exempt position.



## 2018 RECRUITMENT SCHEDULE

September 10	Application Period Opens
October 8	Application Packets Due
October 9	First Review of Candidate Packets
Week of November 5	Candidate Interviews





## APPLICATION PROCESS

To apply for this position, please submit:

- A **resume** (three-page maximum).
- Your **responses to the supplemental questions** below (one-page maximum, per question).
- A **detailed cover letter** (two-page maximum) describing your experience, leadership style, and why you are interested in the position.

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

Attention: Deb Gregory  
Lacey Police Chief's Application Materials

Mailing address: Washington Association of Sheriffs and Police Chiefs  
3060 Willamette Drive N.E., Lacey, Washington 98516

Email: [dgregory@waspc.org](mailto:dgregory@waspc.org)

*All packets are due by **8:00 a.m. on Monday, October 8, 2018.***

## QUESTIONS?

Contact: Michael Painter, Director of Professional Services  
Washington Association of Sheriffs and Police Chiefs

Phone: (360) 292-7959

Email: [mpainter@waspc.org](mailto:mpainter@waspc.org)

## SUPPLEMENTAL QUESTIONS

Responses to supplemental questions should be no more than one page per question. Please use 1" margins and no smaller than 12-point font.

1. Please explain why you want to be the City of Lacey's next Police Chief. Provide examples of how you possess the knowledge, skills, and abilities that uniquely qualify you for this position.
2. Provide examples of your experience working as part of an integrated local government leadership team. How would your union, peers, subordinates, and supervisors describe your leadership and communications style?
3. Describe your direct experience in dealing with personnel issues, including mentoring and training, disciplinary due process, grievances, arbitration procedures, and collective bargaining.

***Please DO NOT contact the agency directly. All inquiries should be directed to Michael Painter at the Washington Association of Sheriffs and Police Chiefs.***

