



**POLICE
CHIEF**



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Located at the eastern end of Clark County, Washington, the City of Camas is home to approximately 26,000 residents. The City is ideally situated at the gateway to the Columbia River Gorge National Scenic Area, providing residents and visitors easy access to explore the outdoors and enjoy an array of activities such as boating, fishing, kayaking, paddle boarding, swimming, or relaxing at Lacamas Lake. Other amenities to be enjoyed by families and visitors to the community include a vibrant, yet quaint historic downtown, approximately 60 miles of trails, high-profile business ventures stimulating job opportunities, several high-tech manufacturing industries, and a state-leading educational system.

From its origins over 100 years ago as a paper-mill town, which still boasts a mill operated by Georgia-Pacific Corporation, Camas has expanded, developed, and successfully blended a mix of cultures, values, and vision, ultimately promoting diverse economic growth, encouraging development of livable, family-oriented neighborhoods, protecting open-space, and building parks and other recreational amenities. As a result of this economic growth, companies such as WaferTech, Fisher Investments, Fuel Medical Group, Analog Devices, Logitech, Sigma Design, CID Bio-Science, Samson Sports, and other small businesses call Camas home. Downtown Camas is known for its beautiful tree-lined streets, unique boutiques and eateries, and small-town charm, all designed to create a vibrant social, cultural, and economic center for the community while emphasizing preservation of the City's historic features. The City of Camas is proud to be one of the safest cities in the state and is committed to preserving its heritage, sustaining, and enhancing a high quality of life for all its residents, and developing the community to meet the challenges of the future.

THE ORGANIZATION

The City of Camas operates a mayor-council form of government under the laws of the State of Washington applicable to non-charter code cities. The elected Mayor appoints the City Administrator and of the seven-member Council, one is elected at-large and six are elected within wards. The City of Camas is a full-service city providing excellent services through nine (9) departments including Administration, Administrative Services which consists of the City Clerk's Office, Human Resources, Information Technology, and Municipal Court; Community Development; Finance; Fire and Emergency Medical Services; Library; Parks and Recreation; Police; and Public Works. The City employs approximately 240 employees including 12 part-time workers that are represented by five (5) collective bargaining units with an adopted budget of \$91.5



million, a general fund of \$31.4 million, and a capital budget of \$10.8 million.

THE DEPARTMENT

The Camas Police Department has a mission to protect lives and property in the community and to maintain public order. The Department is made up of six different divisions including Administration, Animal Control (partnership with Washougal), Code Enforcement, Investigations, Parking Enforcement, and Patrol. The Department has a vision to ensure the City is a safe community where people can live, work, or visit; provide a high level of service to the community; ensure a workplace where employees are well trained, professional, ethical, and accountable; maintain a welcoming work environment by embracing teamwork, cooperation, and mutual respect; and ensure the safety of its members. Camas Officers take pride in the level of service they provide to the community and work together with the community to make the City an even better place to live.

The City of Camas is broken into two beats for patrol response: Beat 92 (primarily downtown) and Beat 93 (Prune Hill) and North of the lake. The Department also works directly with PAL (Police Activity League) on multiple projects each year. PAL organizes literacy events at elementary schools and gathers toys and bicycles for the officers to take to schools around Christmas for students in need. Officers also participated in The Pink Patch Project for the first year in 2021, which was an innovative campaign designed to increase public awareness about breast cancer and to raise funds. The Department budget is approximately \$7 million.

THE POSITION

Under general administrative direction, the Police Chief plans, directs, manages, and oversees the activities and operations of the Police Department including

law enforcement, criminal investigations, community relations, traffic control measures, records maintenance, and crime prevention. The Chief also coordinates assigned activities with other departments and outside agencies and maintains collaborative and respectful working relationships with team members and others. Consistently providing quality service to the citizens of Camas and providing highly responsible and complex administrative support to the City Administrator is essential.



The Police Chief assumes full management responsibility for all Police Department services and activities and recommends and administers policies and procedures. The Chief manages the development and implementation of departmental goals, objectives, policies, and priorities for each assigned service area; establishes appropriate service and staffing levels; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; and allocates resources accordingly. The position also requires continuous monitoring and evaluating of the efficiency and effectiveness of service delivery methods and procedures; assessing and monitoring workload, administrative and support systems; identifying opportunities for improvement; and directing the implementation of changes. Other responsibilities include but are not limited to:

- Meeting with key staff to identify and resolve problems.
- Responding to media inquiries and questions.
- Directing the assignment of police personnel and equipment; overseeing the development and execution of training programs.
- Selecting, training, motivating, and evaluating assigned law enforcement personnel; working with employees to correct deficiencies; implementing discipline and termination procedures.
- Initiating and overseeing internal investigations of complaints and allegations of police employee misconduct; providing corrective action as required or providing recommendations to the City Administrator and/or Mayor.
- Explaining, justifying, and defending department programs, policies, and activities; negotiating and resolving sensitive and controversial issues.
- Participating on a variety of boards, commissions, and committees; prepare and present staff reports and other necessary correspondence.
- Attending and participating in professional group meetings.
- Providing a high level of customer service at all times;



- projecting and maintaining a positive image on behalf of the City with those contacted in the course of work.
- Other duties as assigned.

THE IDEAL CANDIDATE

The City of Camas is seeking a collaborative and team-oriented Police Chief with a customer service mindset. The ideal candidate has excellent presentation and public speaking skills and listens attentively to the community and staff needs. An intuitive, confident, and proactive candidate will be successful. The ideal candidate has outstanding communication skills as well as proven knowledge and expertise in all issues relating to law enforcement. A personable, approachable, and discerning candidate will do well. The Police Chief should be a servant leader that treats everyone with dignity and respect, leading by example.

This individual will have strong community policing skills, community engagement, and will offer a proven record of problem solving. A candidate who can multi-task effectively with demonstrated ability to accomplish tasks in a timely manner is essential. The new Police Chief has the ability to think out of the box, has demonstrated a progressive mindset, and has a vision to see the organization reach its goals.

The successful candidate has the ability to manage and direct a comprehensive law enforcement program; develop, implement, and administer departmental goals, objectives and procedures for providing effective services; identify and respond to community and organizational issues, concerns, and needs; and provide administrative and professional leadership and direction for

the department. The new Police Chief must delegate authority and responsibility, and have the ability to analyze problems, identify alternative solutions, project consequences, and implement recommendations in support of goals. A candidate with the ability to prepare and administer large and complex budgets and allocate limited resources in a cost-effective manner is sought.

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be possession of a bachelor's degree in criminal justice, business, public administration, or a related field, and a minimum of fifteen (15) years of broad and extensive experience in law enforcement including 8 years in an administrative and supervisory capacity, with at least 4 of those years as a Lieutenant or second level supervisor. Possession of a valid driver's license is required. A master's degree, graduation from the FBI National Academy, PERF's Senior Management Institute for Police, and/or other executive level training is highly desired.

COMPENSATION

The annual salary for the Police Chief position is under review; the current range is \$132,000.00 - \$158,000 (being reviewed by Council) with 1% auto added to base pay for the Department maintaining accreditation status as well as Master Patrol Officer pay (longevity pay) based on total career years of law enforcement experience: 4.5% for 7-10 years, 5.5% for 11-15 years, and 6.5% after 16+ years. Placement within this range is dependent upon qualifications and experience. The City also offers an attractive benefits package including:

Retirement - Membership in Washington State DRS LEOFF System

Administrative Leave - 80 hours/calendar year to be used at employee's discretion

PTO - Starting accrual is 18 days/year (previous years of service will be considered during salary negotiations for purposes of accrual - 33 days/year maximum level)

Holidays - 11 paid holidays plus 3 floating holidays to be used at employee's discretion

Health Insurance - Medical, dental and vision insurance for employee and dependents including domestic partners. Employee pays 10% of medical premium

Life Insurance - \$50,000 policy

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:

November 11, 2022

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Camas. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:

(916) 784-9080

The start date for the new Police Chief is March 1st.

