



CHIEF OF POLICE

City of **Richland, Washington**

Recruitment Services Provided By



An aerial photograph of a waterfront town. In the foreground, a large body of water features a marina with numerous boats docked. A small peninsula or island is visible in the water. The town is built on a shoreline, with a mix of residential and commercial buildings. A prominent green golf course is situated inland from the town. The background shows rolling hills under a bright blue sky with scattered white clouds. A solid red rectangular shape is located in the top-left corner of the image.

The Opportunity

The City of Richland, Washington offers an unparalleled career opportunity to collaborative, progressive law enforcement leaders as it seeks to identify its next Police Chief. The Richland Police Department enjoys a trust-based relationship with its residents and the internal organizational culture is widely viewed as healthy. Richland is seeking a Police Chief that will position the organization for success through continual improvement, innovation, and dedication to staff development.



About Richland

Richland is located at the confluence of the Columbia and Yakima Rivers in southeastern Washington in the heart of the Pacific Northwest. Richland and its sister cities of Kennewick, Pasco, and West Richland make up the Tri-Cities MSA with a population of 312,000. Richland is the third largest city in the region with a population of approximately 62,500 residents.

Originally incorporated as a small farming community in the Mid-Columbia Valley, Richland's foundation was built on technology and science. The current environment remains focused on energy production, advanced research, environmental remediation, and modern technology. Richland is home to the Pacific Northwest National Laboratory (PNNL), a private sector research leader serving a wide range of government clients with an annual budget of over \$1 billion. Richland also boasts the newly created Northwest Advanced Clean Energy Park that encompasses over 1,300 acres of land specifically master planned and zoned for large industrial users that perform innovative work in the clean energy field.

The Tri-Cities are the center of the \$2.6 billion Washington wine industry. When visiting Richland and the surrounding Columbia Valley, you will discover the heart of the Washington wine country with over 160 area wineries. The wine industry and agriculture in general play a key role in the region's economy and culture.

The region's superior waterways attract water lovers from all over to enjoy sailing, power boating, waterskiing, swimming, fishing, windsurfing, and much more. Boasting more than 300 days of annual sunshine, the area's ten beautiful golf courses challenge the most experienced golfer as well as the beginner. Recreational enthusiasts can run, bike, or walk along the 23-mile Sacagawea Heritage Trail loop that runs along both sides of the Columbia River. Richland is served by two school districts that serve nearly 32,000 students combined. Richland is also home to the Washington State University Tri-Cities, which was established in 1989 and sits on the western bank of the Columbia River.

The city and its citizens are proud of the community's excellent quality of life, which includes educational opportunities, outstanding health care providers and facilities, cultural and recreational amenities, and municipal services that consistently score very high in community surveys. In addition, Richland receives wide recognition for the beauty of its integrated parks, river-shore, commerce centers, living spaces, and economic opportunities, making it a desirable place to live, work and play.

City Government

Richland operates under a Council-Manager form of government. The City Council is comprised of seven members elected at-large. The Council selects one of its members to serve as Mayor and another to serve as Mayor Pro-Tem every two years. Jon Amundson was appointed as the City Manager in 2021 by the City Council after serving as the Assistant City Manager since 2008.

Richland has 580 FTE's and a total annual budget of \$313 million, with \$77.2 million in the general fund. As a full-service city, Richland is made up of 11 departments, including, City Manager's Office, Police, Fire and Emergency Services, Human Resources, City Attorney's Office, Development Services, Energy Services, Parks and Public Facilities, Public Works, Finance, and Administrative Services. Richland is also the operating agency for the Southeast Communication Center (SECOMM), the 911 center for Benton and Franklin Counties.





City Of Richland Mission, Vision & Values

Vision Statement:

- Richland, a dynamic city built on a foundation of leading technology, extensive natural resources, diverse recreational amenities, and a supportive business climate. The City is safe, vibrant, and family-friendly. The Community you'll want to call "home."

Mission Statement:

- The City of Richland is responsible for furnishing cost-effective services and well-maintained facilities, safeguarding the public and property, enhancing the community's favorable quality of life, protecting Richland's natural environment, and sustaining a health, growing economy.

Core Values:

- **Teamwork:** We will work together, demonstrating collaboration through mutual reliability, openness, and flexibility to accomplish our goals.
- **Integrity:** We will demonstrate an uncompromising allegiance to the core values of honesty, respect for others, loyalty, consistency, accountability, and sincerity.
- **Excellence:** We will deliver a superior level of commitment, responsiveness, performance, and provision of services to all, with the attitude that everything is worth our best effort.

The Department

The Richland Police Department is organized into four divisions, each led by a Police Commander or Professional Staff Manager: Administrative Services, Investigations, Operations, and Professional Staff. The Department receives added support from the Richland Police Department Foundation which supports the community and staff through the Community Care and Professional Development funds.

The Police Department is staffed with 73 commissioned officers and 22.5 professional staff focused on community service and safety. Reporting directly to the Police Chief is the Deputy Chief and an Executive Assistant. The FY 2024 budget for the Richland Police Department, including all divisions, is approximately \$21.8 million. The Operations Division responded to nearly 68,000 calls for service last year.

The mission statement for the Richland Police Department is:

"Partnering with our community, the Richland Police Department commits to delivering professional, proactive law enforcement services; dedicated to providing a safe environment for all."

This mission and other department objectives are accomplished, in part, through the following specialty units/teams:

- Field Training
- Traffic Unit
- School Resource Officers
- Criminal Investigations
- Street Crimes Unit
- Tri-City Regional SWAT Team
- Major Incident Response Team
- Training Unit
- Small Unmanned Aerial Systems Team
- Bomb Squad
- Community Services and Code Enforcement
- Internet Crimes Against Children
- Metro Drug Task Force
- FBI Safe Streets Task Force
- Tri-City Regional Special Investigations Unit
- Peer Support



\$ 21.8M
Operating Budget

95FTE
Employees



The Position

Under the direction of the City Manager, the Police Chief manages, plans, and directs all activities, operations, and personnel of the Richland Police Department to enforce federal, state, and municipal laws and ordinances in the prevention of crime and protection of life and property.

The Police Chief advises the City Manager and City Council regarding public safety issues, establishes work priorities, and develops and monitors the department budget.

As a member of the City's Executive Leadership Team, the Police Chief is expected to actively partner and support peer department directors to solve citywide issues and help guide the city's vision and direction. All employees are expected to model and foster the City of Richland's core values in the performance of their duties and their interactions while representing the City. The values of **Teamwork, Integrity, and Excellence** promote and maintain a high level of morale and productivity and serve as the tie that binds all City employees together, across all functions.

Challenges and Opportunities

The next Police Chief for the City of Richland will have the opportunity to lead an organization which is comprised of highly committed, skilled staff. The Chief will additionally embrace the following challenges and opportunities for success:

- The next Chief will continue to lead the Police Department on its path toward WASPC Accreditation and pursue national (CALEA) Accreditation in the future.
- The successful candidate will have an opportunity to enhance community and regional law enforcement partnerships. A collaborative nature and big-picture focus will position the next Chief for success in this critical area.
- The next Police Chief will have the opportunity to join a high performing City executive team and will enjoy a great deal of support as a new member. The Chief will collaborate with peer directors on a number of ongoing multi-disciplinary projects which will allow for solid working relationships to be forged. A strong collaborator is desired to complement the existing team.
- As is the case in law enforcement organizations across the nation, a tremendous opportunity awaits the next Chief in terms of succession planning and mentoring that will position the Department for future success.
- Demonstrated experience in the labor/management arena will benefit the organization and the next Police Chief.





Ideal Candidate

The ideal candidate for the Chief of Police in the City of Richland will possess certain traits and experiences that will likely lead to success:

- A committed, decisive leader who can support and enhance the positive direction that currently exists in the department.
- Effective verbal and written communication skills.
- A personable, approachable leader who is highly visible inside the department and community.
- Demonstrated experience in technology enhancements and fostering innovation that improves public safety.
- A commitment to succession planning by mentoring, developing, and recognizing future leaders within the department.
- The ability to work collaboratively with City leadership, external partners, and allied agencies.
- High energy with the skill to compel others toward a shared vision.
- Deep experience in all levels of modern municipal law enforcement to include administrative expertise.

Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most qualified candidates will possess the following:

Education: A Bachelor's degree in Criminal Justice, Police Science, Public Administration, or a related field. A Master's degree and/or advanced leadership training such as the FBI National Academy are strongly preferred.

Experience: Ten (10) years of progressively responsible experience in police services, with a minimum of six (6) years in a senior management capacity and must be a current law enforcement officer. Applicants separated out of law enforcement for more than 24 months will not be considered for this position.

Certifications: 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 driver's license. Must additionally meet eligibility requirements mandated by State law to hold the position of Police Chief (RCW 35.21.333).





Salary & Benefits

The salary range for the Chief of Police is **\$149,043 to \$208,660**, with placement in the range dependent on qualifications. The city offers an outstanding benefits package which includes retirement benefits provided by the State of Washington Department of Retirement Systems, supplemented by deferred compensation with the City Matching up to 4% in contributions and an additional City non-matching contribution of 4% for executive level positions.

Application and Selection Process

Interested candidates should submit a comprehensive résumé and compelling cover letter no later than **Monday, May 13, 2024**, at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality until finalists have been identified. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 550-4100.

Greg Nelson (ret.) | greg@mosaicpublic.com | (916) 550-4100.

IMPORTANT DATES:

First review of applications: Monday, May 13, 2024

Candidates selected for interviews: Week of May 20, 2024

In-person interviews and associated activities: Mid-June 2024

Estimated start date for new Chief of Police: July/August 2024

The City of Richland is an Equal Opportunity Employer.

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