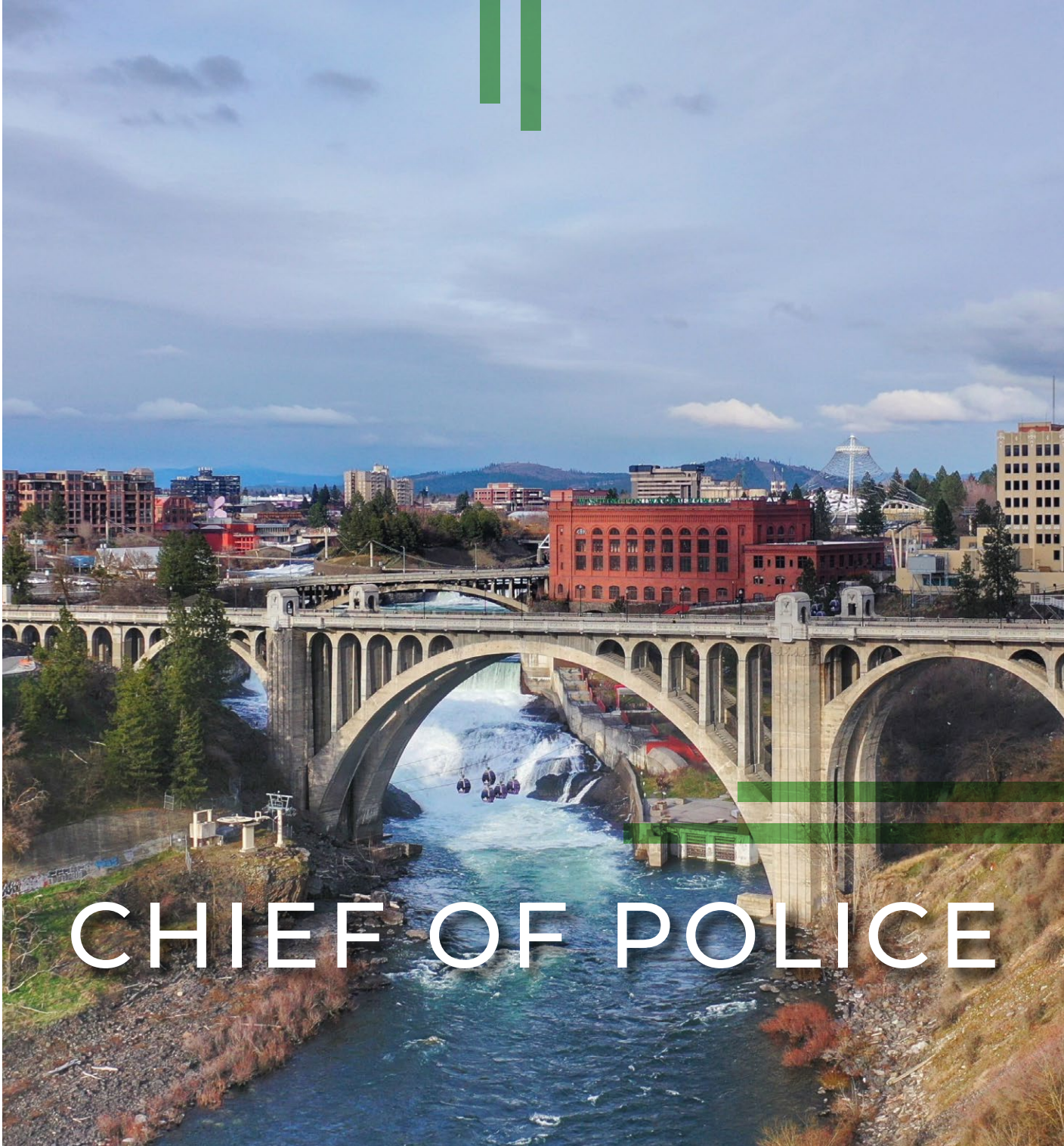


**A NATIONAL SEARCH**  
is underway for a new Chief of Police

**Spokane, Washington**



**CHIEF OF POLICE**



SPOKANE, WA

# THE 01. OPPORTUNITY



**A national search is underway to attract an exceptionally qualified individual to serve as the Chief of Police for the Spokane Police Department (SPD).**

Spokane seeks a Chief of Police who embodies the spirit of leadership, innovation, and community engagement. This search seeks to attract a candidate who can lead the members of the Spokane Police Department (SPD) into the future by leveraging their existing strengths to prioritize transparency, decision-making informed by data and research, and a deep commitment to community partnership. This role presents a unique opportunity to influence the direction of law enforcement in Spokane, making it safer and more inclusive for all its residents. In an era where the dialogue around public safety and law enforcement's role is evolving, Spokane seeks a transformational leader who will navigate these changes with wisdom, courage, and a deep understanding of the nuanced dynamics between law enforcement and the communities it serves. The selected individual will navigate the complexities of modern policing with a focus on equity, understanding, and collaboration, ensuring the SPD remains a beacon of trust and professionalism in the community.



## 02 THE CITY

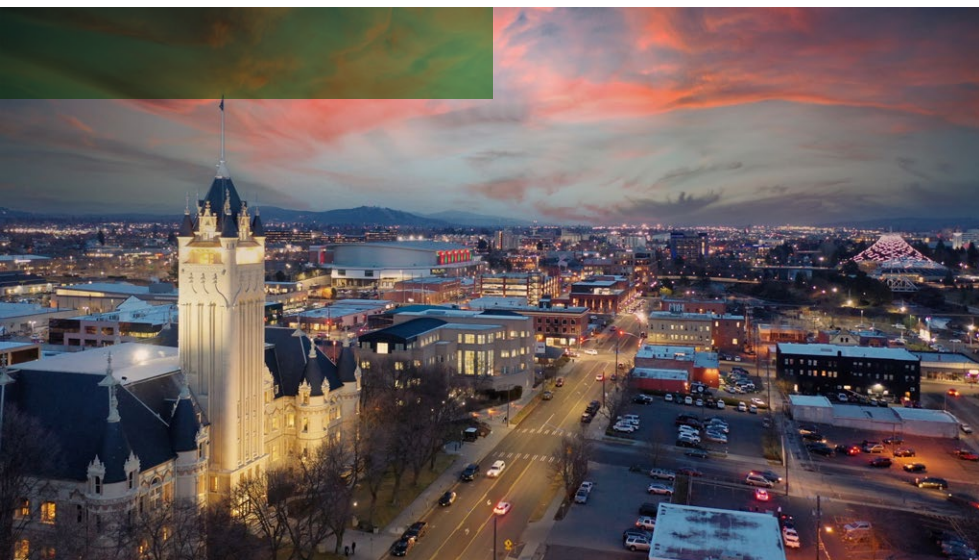
**Spokane is epitomized by its slogan, “in Spokane, we all belong,” offering vast opportunities for a range of interests, including the arts, sports, and a multitude of outdoor activities.**

Spokane’s population is more than 230,000, with the Greater Spokane area encompassing approximately 593,000 people. The city is lauded for good weather, excellent schools, an abundance of parks, and stunning natural scenery. The bustling city is surrounded by natural beauty: parks, pine tree forests, mountains, lakes, and rivers. The region’s scenic setting offers unlimited opportunities for enjoying the Northwest’s great outdoors. The area’s 76 lakes, three skiing areas, 33 golf courses, and three major shopping malls offer residents a variety of pursuits. Multiple music venues, live theater and Broadway plays, the Spokane Symphony, three professional sports teams, and a vital downtown shopping and entertainment district add a lively spirit to the mix. Numerous independent restaurants feature local and organic food and emphasize sustainable eating practices. Wine enthusiasts can visit several tasting rooms and wineries all within close proximity of one another. In addition to award-winning wine, new craft breweries are popping up all over the city, offering a vibrant and diverse social scene.

Spokane has been selected as an All-American City three times in the past 41 years, most recently in 2015. In recent years, Parenting Magazine ranked Spokane as one of the top 10 places to raise a family. In a 2017 MarketWatch report, Spokane was ranked the #1 city in the U.S. to save money. Spokane was also named a “City on the Rise” by National Geographic Traveler Magazine for “unconventional metrics that produce happiness: green spaces, coffee shops, breweries, music venues, Instagrammable moments and puppies.”

The Spokane community is known for its strong spirit of volunteerism and civic engagement, reflected in the numerous festivals, community events, and neighborhood improvement projects that take place throughout the year. Education and innovation are pillars of the city's identity, with several higher education institutions contributing to a climate of learning and creativity. Institutions like Gonzaga University and Eastern Washington University contribute to the city's educational and innovative environment, fostering a community of lifelong learners and forward-thinkers.

Spokane's economy is diverse and growing, with key industries including health care, education, manufacturing, and technology driving the city's development and providing a stable foundation for its future. Spokane's diversity is one of its greatest strengths, offering an array of perspectives that enrich every facet of city life.





# 03. THE GOVERNMENT

**The governance of Spokane is anchored in a Mayor-Council form of government, ensuring a balanced and transparent approach to city management.**

The Mayor, elected by the city's residents, oversees the administration of city services, the implementation of city council policies, and the day-to-day operations of the municipal government. The Spokane City Council, consisting of seven members elected from each of the city's districts plus an at-large Council President, acts as the legislative body, responsible for setting policies, enacting ordinances, and approving the city's budget.

This governance model promotes accountability, transparency, and responsiveness to Spokane's residents' needs. It fosters an environment where citizen input is valued and essential to the decision-making process. Public meetings, community forums, and advisory boards provide avenues for residents to engage with their government, ensuring that diverse voices are heard and considered in shaping the future of Spokane.

The collaboration between the Mayor's office and the City Council, along with the active participation of Spokane's citizens, drives the city's progress and ensures that Spokane remains a place where people are proud to live, work, and play. The city's government is committed to fostering a safe, inclusive, and vibrant community supported by effective and equitable public services.

# THE POLICE DEPARTMENT 04.

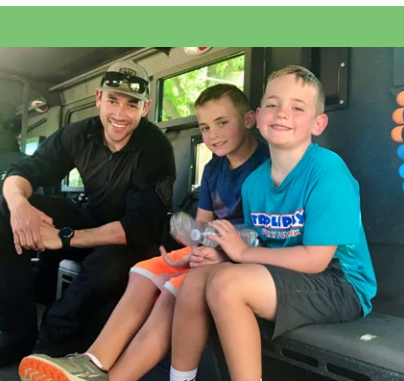
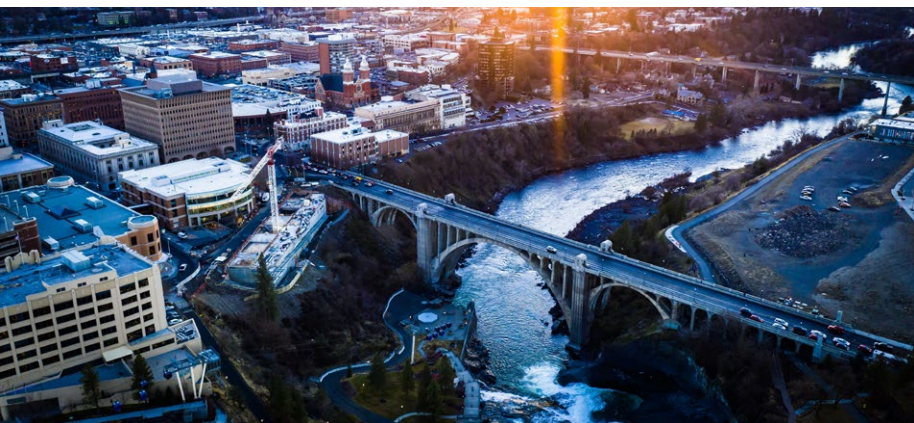
**The Spokane Police Department is dedicated to maintaining public safety and enhancing the quality of life for all Spokane residents.**

With a budget of approximately \$90 million and a team of 352 sworn officers and 97 civilian staff, SPD is committed to excellence in policing, community engagement, and innovative law enforcement practices.

The Chief of Police is assisted by the executive staff, which is comprised of:

- The assistant chief of police
- Two majors: One in charge of Patrol and Precincts and the other Investigations and Administration divisions
- Two civilian division directors
- Six captains: four captains command one of the four patrol precincts, and the other two captains manage investigations or administration

The SPD also operates several specialized units, each designed to address specific challenges and community needs. From community outreach programs to advanced investigative units, the SPD's structure facilitates a comprehensive approach to public safety that is both effective and compassionate. The department's commitment to innovation and best practices in policing is evident in its ongoing efforts to enhance training, adopt new technologies, and foster partnerships that strengthen its service to the community. An excellent example of this is the department's Behavioral Health Unit – where officers and mental health clinicians co-deploy as a team to serve members of the Spokane community.



# 05. IDEAL CANDIDATE

**The ideal candidate will be a leader of integrity and vision, with a proven track record in law enforcement and community engagement.**

They will possess the skills to navigate the complexities of modern policing, including the implementation of legislated initiatives, enhancing community trust, and fostering a culture of transparency and accountability within the department. The Chief of Police will be expected to work collaboratively with city officials, community leaders, the public, and SPD employees to promote safety and justice in Spokane. The new Chief will embody leadership, integrity, effective communication, and a deep understanding of both community and departmental culture. They will approach the role with an openness to innovation and change, always prioritizing the well-being and trust of the SPD employees and the community they serve.



The next chief will bring a wealth of experience, a history of ethical leadership, and a deep commitment to fostering trust and collaboration between the police and the community. This individual will have demonstrated success in implementing strategies that enhance public safety while respecting the dignity and rights of all community members.

The Chief of Police will be expected to engage actively with all segments of Spokane's community, building relationships that transcend traditional boundaries, while creating a shared vision for safety and well-being. This role demands a leader who is accessible, transparent, and unyielding in their dedication to the principles of justice and equality.

## SPOKANE POLICE DEPARTMENT **MISSION**

The Spokane Police Department is committed to providing excellence in policing, enhancing the safety and security of individuals, and building partnerships to better the lives of our community members as a whole.



# 06 QUALIFYING EDUCATION AND EXPERIENCE

The next Chief of Police for Spokane will have a robust background in law enforcement, complemented by a strong educational foundation. Specific qualifications include:

- Experience: A minimum of ten years in law enforcement, with significant leadership experience in a municipal police department. A history of successful community engagement, business acumen, and collaborative problem-solving in a diverse community setting is essential.
- Education: A bachelor's degree in criminal justice, public administration, or a closely related field is required. A master's degree and completion of advanced law enforcement training programs, such as the FBI National Academy, are highly preferred.
- Must be capable of meeting the requirements established by the Washington State Criminal Justice Training Commission for executive certification.



## COMPENSATION AND BENEFITS

The position of Chief of Police in Spokane offers a competitive compensation package that reflects the significance and demands of the role. In addition to a salary range of \$201,868-\$247,804, the city provides an extensive benefits package. This includes health insurance, retirement plans, professional development opportunities, and more. The city is committed to supporting the well-being and growth of its Chief of Police, ensuring they have the resources and support necessary to lead the department effectively.

# NOMINATION AND APPLICATION PROCEDURES

# 07.



## APPLY TODAY!

This is a confidential process and will be managed accordingly throughout the various stages of the process. We encourage prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by Friday, May 24th, 2024, by emailing a compelling cover letter, comprehensive resume, and list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to participate in the selection process in late June 2024. The top candidates (typically three to four) will be forwarded to Mayor Brown for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of police will join the Spokane Police Department in August 2024 or upon a mutually agreed upon date.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to Public Sector Search & Consulting, Inc.:

**Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

**Justin Doll (Chief of Police, ret.)**

[justin@publicsectorsearch.com](mailto:justin@publicsectorsearch.com)

Cell: 907.748.5746

The City of Spokane is an Equal Opportunity Employer



# Raising the bar for Public Sector Search

---

## ADDRESS

6520 Lonetree Blvd.  
Suite 1040  
Rocklin, CA 95765

---

## PHONE & FAX

Phone (916) 789-9990  
Fax (916) 290-0201

---

## WEB & EMAIL

Email [info@publicsectorsearch.com](mailto:info@publicsectorsearch.com)  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Web [publicsectorsearch.com](http://publicsectorsearch.com)

 **Public Sector**  
SEARCH & CONSULTING