



Police Chief

Richland, Washington





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 healthy, growing economy.

Core Values

The City of Richland began a journey toward becoming a values-based organization, with less reliance on policies and "rules." To further this effort, municipal staff and City Council have embraced the values of teamwork, integrity, and excellence.

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 City

The City of Richland holds strong the values of teamwork, integrity, and excellence demonstrating such under a council-manager form of government. Voters elect seven at-large City Council Members who represent the entire community, not individual districts. From among themselves, Council Members elect a Mayor. The Council sets policies, adopts ordinances and the annual budget, approves contracts, appoints individuals to boards and commissions, and hires the City Manager.

The City Manager, Jon Amundson, is the Chief Executive Officer and hires personnel, supervises daily operations, and oversees enforcement of laws and preparation of the annual budget. The Deputy City Manager, Assistant City Manager and Department Directors are responsible for the City's day-to-day services and programs within the departments they supervise.

Richland, a full-service city, delivers a variety of public safety, street maintenance, basic utility, and recreational services. The City is also an electric distribution utility, operates its own public library, and administers a regional emergency management and 911 dispatch center. The City has 580.10 FTEs and total annual budgeted appropriations of approximately \$304 million, with \$72 million in the General Fund.

The City recently participated in a Strategic Planning engagement which will guide the direction and priorities for the City for the next 3 years. The Chief should expect to fully integrate within the City Manager's leadership team and assist in achieving Council goals and citywide initiatives, policies, and projects.



The Community

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 (population 312,050). Richland is the third largest city with 62,749 residents, and more than 2,300 business.

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 1,341 acres of land specifically master planned and zoned for large industrial users that perform innovative work in the clean energy field.

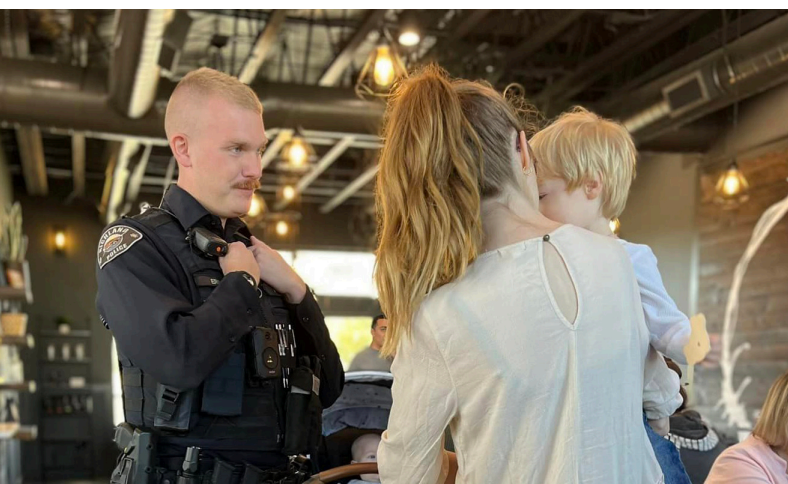
The Tri-Cities are the center of the \$2.6 billion Washington wine industry. Upon visiting Richland and the surrounding Columbia Valley, you will discover the "Heart of Washington Wine Country®," with over 160 area wineries. The wine industry and agriculture in general play an important role in the region's economy and culture.



The Tri-Cities region's superior waterways beckon water lovers from all over the region 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 may enjoy a run, bike ride, or walk along The Sacagawea Heritage Trail. The trail is a 23-mile multipurpose loop that runs along both sides of the Columbia River including areas along the Sacajawea State Park, the Columbia Point Marina, and Howard Amon Park.

Richland is served by two school districts: Richland School District (RSD), with approximately 13,700 students spread across 21 schools and learning programs, and Kennewick School District, with 18,156 students and 34 schools and learning programs. Richland is also home to the Washington State University (WSU) Tri-Cities, which was established in 1989 and sits on the western bank of the Columbia River. The university admitted its first freshmen and sophomores in the fall of 2007, making it a true four-year public university. WSU Tri-Cities is strongly supported by the community and is the home of the University's Viticulture and Enology program. WSU proudly partners with the nearby Pacific Northwest National Laboratory (PNNL) in wine related research.

The City and its citizens are proud of the community's excellent quality of life, which includes higher education opportunities, outstanding health care providers and facilities, cultural and recreational amenities, and municipal services that consistently score very high in community surveys. The City receives wide recognition for the beauty of its integrated parks, river-shore, commerce centers, living spaces, and economic opportunities.





The Richland Police Department

Mission Statement:

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

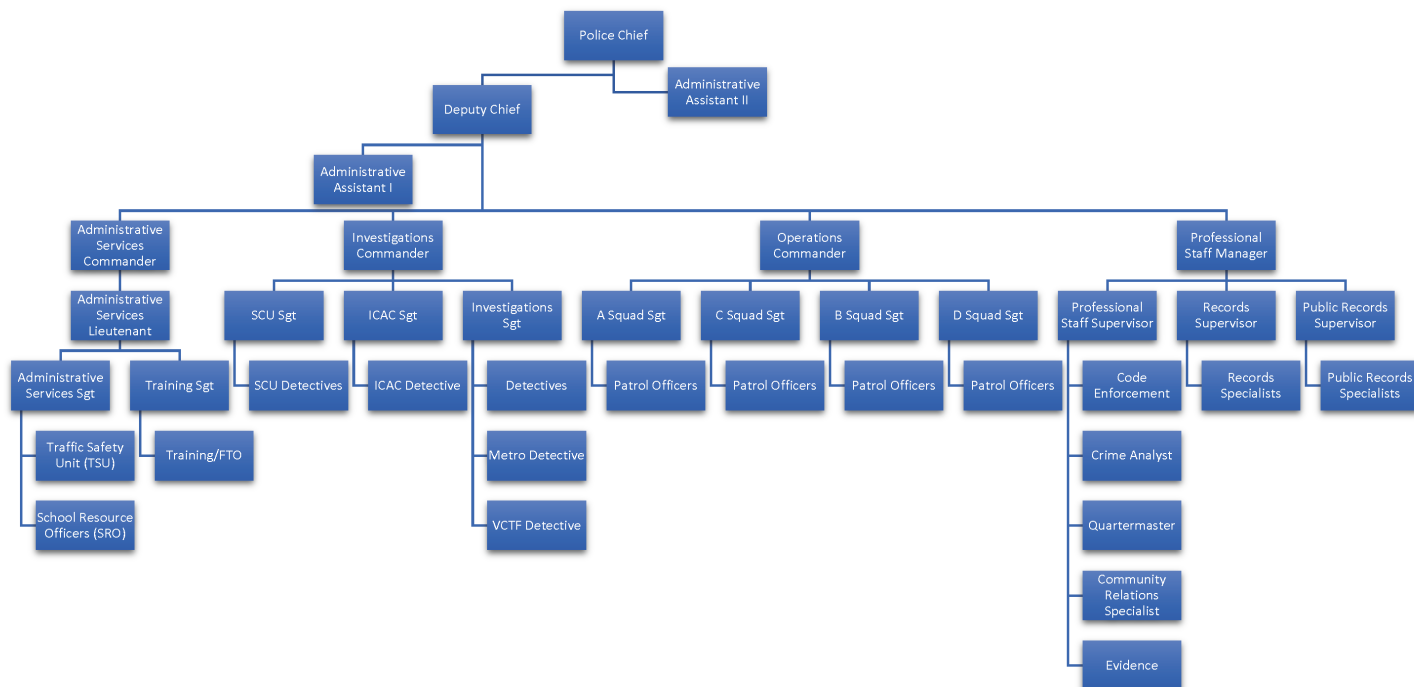
The Richland Police Department is organized into four divisions, each led by a Police Commander or Professional Staff Manager: Administrative Services, Investigations, Operations and Professional Staff. The Department is supported by the Richland Police Department Foundation which supports the Community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

The Department is staffed with 73 Commissioned officers and 22.5 professional staff. Reporting directly to the Police Chief is the Deputy Chief and Executive Assistant. The FY 2023 budget for the Richland Police Department, including all divisions, is approximately \$20.8 million. The Operations division responded to 67,960 total calls for service in 2022. *The department is currently participating in a mission and vision statement update and expect the process to conclude in the near future.*

Specialty Units/Teams Include:

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

Organizational Chart





Ideal Candidate

The City of Richland seeks an experienced leader with excellent written and oral communications skills who is comfortable speaking to various groups, including elected officials, residents, community groups, and the media. The ideal candidate will have a demonstrated track record of successful leadership in a municipal police department, including extensive community engagement. The candidate will be a key member of the City Manager's executive leadership team who is expected to inform and advise the City Council, though the City Manager on law enforcement issues affecting the city. The Police Chief must ensure the Department's vision and direction are in alignment with the City of Richland's overall vision and direction, and continually seek opportunities to engage the Department with the larger City family.

The candidate must be familiar with the operational and police issues associated with a similar sized agency. Familiarity with unique issues affecting Washington State and familiarity with a similar labor climate is ideal.

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

- Team building, staff development, and a commitment to servant leadership.
- Modern policing and staffing methods in a high-performing, community-oriented agency.
- Relationship building, particularly with key community partners and stakeholders.
- Active leadership, integrity, and accountability.
- Ability to make timely and informed decisions.
- Skill in delegating assignments and maintaining accountability across the organization.
- Development and administration of a significant annual operating budget in collaboration with the City Manager's Office.
- Collaboration with regional partners for coordinated public safety response in a multi-jurisdictional municipal area.
- Familiarity with state or national accreditation.



Future Opportunities

The next Police Chief will be presented with several opportunities:

- Continued modernization of the department
- Recruitment and Retention
- Accreditation
- Capital Planning and construction of future police station (5 years)
- Enhance and build upon the current upward momentum within the department.
- ++++++ place holder for RPD meetings

Minimum Qualifications

Education: A Bachelor's degree in criminal justice, police science, public administration, or related field. A master's degree and/or advanced training such as the FBI National Academy are preferred.

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

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.

Compensation and Benefits

The annual salary for the Police Chief will be, ***** dependent upon qualifications (DOQ). The City offers an outstanding benefits package which includes retirement benefits provided by the State of Washington Retirement Plan, 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 Process

To apply for this position, please submit:

- A resume (three-page maximum).
- 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: Rachelle Harwood
Richland Police Chief's Application Materials

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

Email: rharwood@waspc.org

All packets are due by 5:00 p.m. on Friday, December 1, 2023

Please DO NOT contact the agency directly. All inquiries should be directed to Mike Painter at the Washington Association of Sheriff's and Police Chiefs.

Questions

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

Phone: (360) 292-7959

Email: mpainter@waspc.org