

Chief of Police

City of Tualatin, Oregon



The Opportunity

The next Chief of Police in Tualatin, Oregon will lead a department that is highly respected in the community, under the leadership of a City Manager and City Council who share in that appreciation..

The Community of Tualatin

The City of Tualatin is a dynamic, vibrant community conveniently located just 12 miles south of Portland and 30 miles north of Salem, the state capital. Tualatin has 27,000 residents in 8.2 square miles that lies primarily in Washington County, with a small portion in Clackamas County. Situated at the intersection of Interstate highways 5 and 205, Tualatin is a short distance to adventure: skiing, snowboarding, and sledding on majestic Mt. Hood in the Cascade Mountain Range; family-friendly summer water activities on the central Oregon Coast; national-level wind-surfing or parasailing on the Columbia River; and enjoying the natural beauty of Multnomah Falls in the Columbia Gorge National Recreation Area. The Westside Express Service (WES) commuter rail provides Tualatin residents and visitors access to the greater Portland Metropolitan region where abundant cultural and recreational opportunities exist, contributing to the outstanding quality of life in Tualatin.

Tualatin's population is well-educated, diverse, and involved in community and school activities. There are excellent educational opportunities available to residents through the Tigard-Tualatin School District and numerous colleges and universities within easy commuting distance. In the most recent satisfaction survey, 88% of residents rated the overall quality of life in Tualatin as "excellent" or "good," and 92% would recommend Tualatin as a place to live. Residents enjoy community amenities such as award-winning parks, unique shopping and dining establishments, and a low tax rate. Tualatin continues to maintain a high standard of living, yet remains an affordable place to locate a family.

The City Organization

Incorporated in 1913, Tualatin is a Council-Manager form of government by its charter. The seven-member City Council appoints a City Manager, a Municipal Judge, and members of the City's boards and commissions. The City Manager leads a team of nine department heads including: Community Development, Library, Parks & Recreation, Finance, Human Resources, Information & Maintenance Services, Legal Services, Public Works, and Police.

The culture in Tualatin city government is outstanding. Departments work collaboratively to provide excellent customer service under the City Manager's leadership.

The Tualatin Police Department

The Tualatin Police Department (TPD) consists of 38 sworn officers and an additional 9 professional staff members with an annual budget of \$8.6M. The Department is an accredited, service-oriented agency that provides full-service policing, 24/7, to the community. From special events, to day-to-day policing, Tualatin fully embraces the values of community engagement. Pride, dedication, and community spirit are very strong and both the business and residential communities have strong support for the Department.

While small, the Tualatin Police Department has 2 School Resource Officers, partly funded by the school district. In addition, the agency has officers assigned to Investigations, Motors, and a K-9 unit. The Tualatin Police Department is also contracted to provide policing services to the neighboring community of Durham.

One of the Tualatin Police Department's best community engagement tools is its Community Police Academy - the *Tualatin Police Experience*. Held annually over a full weekend, the *Tualatin Police Experience* fully immerses 12 community members into the operations of the Police Department. Attendees leave with a greater appreciation and understanding of what officers face in their day-to-day operations, plus it opens lines of



communication within the agency. Alumni include all members of the Tualatin City Council.

The Tualatin Police Department participates in all of Tualatin's many community events including the West Coast Giant Pumpkin Regatta, Viva Tualatin, National Night Out, Oregon Special Olympics Polar Plunge and Torch Run, the National Walk and Bike to School Day, and the summer GREAT program.

Opportunities and Challenges

The next Chief of Police will be presented with a number of known opportunities and challenges in which to excel including:

- Continuing to build upon the past successes of the Tualatin Police Department that have occurred over the last decade, while creating and establishing their own identity and vision as the new Chief of Police.
- Recruitment and retention issues are affecting most all police agencies in the United States. Working strongly in Tualatin's favor is the positive work environment and community support, which has provided a strong recruit ability for Police staff. Even so, a significant number of retirements are pending in Tualatin and recruitment of high caliber talent will be a priority.
- The new Chief must constantly look for ways to innovate, use technology, and share services with neighboring agencies.
- As Tualatin continues to diversify, efforts must be made to ensure the Department remains connected with its entire community. The Police Department must continue its efforts to reflect the community demographics, respect the economic and social spectrum of the community, and address the increasing need for bilingual officers and staff.

- Emerging technologies and improvements to existing technologies will need to be addressed. Tualatin, like most all agencies, is implementing Body Worn Cameras and will need to address the growing technical support necessary into the future.

The Ideal Candidate

The next Chief of Police must be experienced, well qualified, and possess exceptional skills to be a leader – not just an administrator. The following traits will be key ingredients for success:

- The next Chief of Police must have a track record of successfully engaging staff, community members and organizations.
- An even temperament is important, as is the ability to be open minded and considerate of alternative ideas from both within and outside the organization.
- The next Chief will be a leader that fosters open and honest communication to build trust within the organization and the community. Creating and fostering morale within the team will be imperative.
- An understanding of mid-size agency dynamics will be helpful, especially as it relates to change. Unlike large organizations, the smallest changes are felt immediately throughout the organization. The community and City staff, especially the Officers, value open discussion and dialogue of changes before they are implemented, involving all that will be affected. The ability to have open and honest communication will be a key to success in this role.



- Genuine caring, concern, and empathy are critical traits for success. The next Chief of Police must continue the familial style of leadership that has been proven successful in Tualatin. A servant leadership approach would serve the agency well.

- The next Chief of Police must be fully invested in the Department and the community. Tualatin seeks an active leader who is present and engaged with an ability to listen and address concerns openly with the spirit of education, not defensiveness. The Chief must attend community events and, in general, be in front of Department activities and functions.

- Labor/Management experience, and a successful track record in those relationships, is highly desired.
- In a mid-size community the Chief must be a strong collaborator within the Department, the City organization, and across the community. Accomplishments are built upon partnerships and cooperation, and an ability to approach problem solving from a position of flexibility, creativity, honesty, courageousness and humility.

Qualifications

Requires a Bachelor’s degree in a related field and 10 years of progressively responsible police experience, with at least 4 years in a management or supervisory position, or an equivalent combination of education, training, and experience. Completion of advanced law enforcement management training such as the FBI National Academy is highly desirable.

Compensation

The salary for this at-will executive position will be \$132,150 - \$167,352, dependent upon qualifications. Additionally, the selected candidate will enjoy excellent benefits including vacation, medical insurance, life insurance, assigned automobile, paid holidays, sick leave, administrative leave, and PERS retirement (City pays the employee contribution). The City also contributes 3% of salary to a 401(a) retirement plan, a \$1000 one-time contribution to an HRA-VEBA, and provides a \$200/month resource stipend.

How to Apply

Interested candidates should apply by **May 2, 2022**. Apply online at www.tualatinoregon.gov and include the following:

- Compelling cover letter, and;
- Comprehensive resume

The interview process is expected to begin in mid-May and it is anticipated a selection will be made in late May or early June. Top candidates may be asked to complete a written supplemental questionnaire to elaborate on areas of expertise and demonstrate their ability to communicate effectively.

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Human Resources Director, Stacy Ruthrauff, at 503-691-3021. Qualified veterans will be determined and will move through the recruitment process based on State and Federal statutes.



The City of Tualatin is an Equal Opportunity Employer

www.tualatinoregon.gov