



A PART OF  
**RAFTELIS**

## City of Gresham

### POLICE CHIEF

#### **The Position**

As Oregon's fourth-largest city with more than 111,000 residents, Gresham is a welcoming community of hard-working people where tradition and heritage meet innovation and opportunity. Today, Gresham is a dynamic, innovative, and rapidly growing city where families and businesses have a mutual desire and drive to thrive.

The Police Chief effectively manages and administers the operations, functions, and activities of the Gresham Police Department. Reporting to the Deputy City Manager, the Police Chief is an active member of the leadership team and collaborates with colleagues on city-wide initiatives. The new Police Chief sets a vision for the future and evolution of the Police Department based on strong communication and collaborative relationships. The successful candidate easily builds trust and respect with department staff, City leadership, City Council, the community, and both local and regional public safety partners. The Chief is committed to community policing and working side-by-side with community members to create a safe, livable, and vibrant community.

The Police Chief is a transformational leader with proven expertise in relational change management. The ideal candidate welcomes diverse perspectives and inspires innovative ideas that positively impact the community, City, and Department. The Chief proactively assumes a leadership role in the City's ongoing efforts to create a sustainable, actionable, long-term diversity, equity, and inclusion program and is committed to delivering equitable services to the community.

The Police Chief supports and fosters an equitable and inclusive environment and is committed to addressing the inherent biases in policing. The successful candidate identifies opportunities and implements professional data-driven policing strategies for reform to ensure the Department remains a culturally competent organization for service to the community. The Chief leads the Department toward accreditation and examines, updates, and improves internal policies, practices, and systems providing appropriate changes that are in alignment with modern practices, including 21st Century Policing, Fair and Impartial Policing, and Procedural Justice.

The successful candidate is approachable and routinely models behaviors expected throughout the organization, including trust, mutual respect, and accountability. The Police Chief contributes to a strong culture and ensures police officers have an active voice in maintaining a positive work environment. The ideal candidate believes in staff development and supports the health and wellbeing of all officers. The Chief brings a proven commitment to progressive department-wide training that is consistent with and responsive to the needs of the community, such as de-escalation, fair and impartial policing, trauma-informed practices, victim-centered approaches, and procedural justice.

The Police Chief takes the necessary time to learn and understand the diverse community and actively builds trust with Gresham's communities of color. The successful candidate develops meaningful relationships and ensures the Police Department is connected to the community at all levels. Importantly, the Chief is committed to the Gresham community and collaborates to ensure the safety of all community members.

#### **The Qualifications**

The Police Chief has a minimum of ten (10) years of progressive leadership experience in a law enforcement agency with a deep understanding of and commitment to the recommendations contained in the Final Report of the President's Task Force on 21st Century Policing and PERF's (the Police

Executive Research Forum) Guiding Principles on Use of Force. Knowledge of the ABLE Program (Active Bystandership for Law Enforcement) beneficial. Experience leading through accreditation or experience in an accredited organization is preferred.

Knowledge of and experience with professional policing strategies, data-driven decision-making, and evidence-based practices in criminal justice and policing is essential. A demonstrated commitment to diversity, equity, and inclusion, along with thorough knowledge of and experience with fair and impartial policing practices and procedural justice, is required. Knowledge of laws, rules, regulations, ordinances, collective bargaining agreements affecting City policies and operations, city government administration, and police services is required, as are practices, principles, procedures, regulations, and techniques of police administration, criminal investigation, and law enforcement safety.

A bachelor's degree and Oregon Department of Public Safety Standards and Training (DPSST) Executive certification are required. Participation in the FBI National Academy, PERF's Senior Management Institute for Police (SMIP), or Law Enforcement Advancing Data and Sciences (LEADS) programs is desired. An equivalent combination of experience and education that enables success as the Police Chief will be considered.

### **Compensation and Benefits**

The salary range for the Police Chief position is \$134,580 - \$174,960. The starting salary will depend on the qualifications of the successful candidate.

We encourage a healthy work-life balance and provide nine official paid holidays, personal floating holidays, and generous paid time off.

Other benefits include:

- Medical, dental, and vision insurance benefits
- Long-term disability insurance
- Participation in the Oregon Public Employee Retirement System
- Flexible spending accounts
- Health Reimbursement Plan with the City contributing monthly to account for eligible medical expenses
- Sick leave for longer-term illnesses

### **To Be Considered**

Applications will be accepted electronically by The Novak Consulting Group at <https://bit.ly/3tKFq9H>. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position is open until filled with the first review of applications on **May 31, 2021**.