

Police Captain Eugene Police Department



Our Community

Eugene is the second largest city in Oregon, and offers an exciting mix of arts, culture, education, scenic beauty and a passion for recreation. Eugene is located in the scenic Willamette Valley, 60 minutes from the rugged Pacific Coast and 60 minutes from the breathtaking Cascade Mountains. With more than

100 city parks, 250 miles of bicycle trails, and numerous lakes, rivers and streams nearby, Eugene offers a wide range of recreational activities to residents and visitors. Eugene's mild climate and lush landscapes are just a few of the city's attractive features. Additionally, Eugene's airport has direct flights to 11 international airports for easy access.

Eugene is well-known as the home of the University of Oregon. With 24,000 students and more than 6,000 employees, the UO plays a major role in the community, as does Lane Community College and Northwest Christian University. The employment base has become increasingly dominated by services, trade, and government, and less reliant on the timber industry.

Eugene is a friendly community with residents who are active and passionate about quality of life issues. The UO brings a cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. Eugene hosted the Olympic Trials for Track and Field in 2008, 2012, and 2016. It was the host of the World Athletics Championships in 2022. Living in the City of Eugene offers all of this along with the advantages of higher education, a strong public school system, and a short commute to work.

Our City Organization

Eugene has a strong City Manager Form of Government. In this form of government, the City Council develops legislation and policies to direct the City. The City Manager, appointed by the City Council, provides administrative direction to the organization, oversees City of Eugene personnel and operations, and carries out the City Council's direction. The City of Eugene has over 1,595 employees and a \$860 million total budget in Fiscal Year 2022. The City of Eugene is service-oriented and a welcoming organization that provides services through six departments:

- Central Services
- Fire and Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works



Eugene Police Department

The Eugene Police Department (EPD) is a state accredited and progressive law enforcement agency that serves the City, as well as the region through its 9-1-1 Communications Center.

In a typical day, Eugene Police Officers are dispatched on average to about 340 calls for service. This activity generates about 21,000 criminal cases every year. EPD staff members also engage in proactive community education and crime prevention activities to help protect Eugene's residents.

The Police Captain is one of five division managers who report to the Police Chief and Deputy Chief, who oversees all police services for the City of Eugene and the regional 9-1-1 Center. The Eugene Police Department employs about 221 sworn officers and 140 civilian employees who provide a variety of police services. The department operates with a budget of approximately \$68 million. EPD has received state and national recognition for its outreach to vulnerable communities and its Volunteers in Policing program.

The Eugene Police Department's divisions include Patrol, Investigations, Operations Support, Finance and Administration, and Technical Services. Special Units include: the Street Crimes Unit, Patrol Canine Team, Drone Team, Traffic Safety Unit, Airport Team, Arson Team, Explosive Disposal Unit, SWAT Team, Crisis Negotiation Team, and Major Collision Investigation Team.

The Ideal Candidate

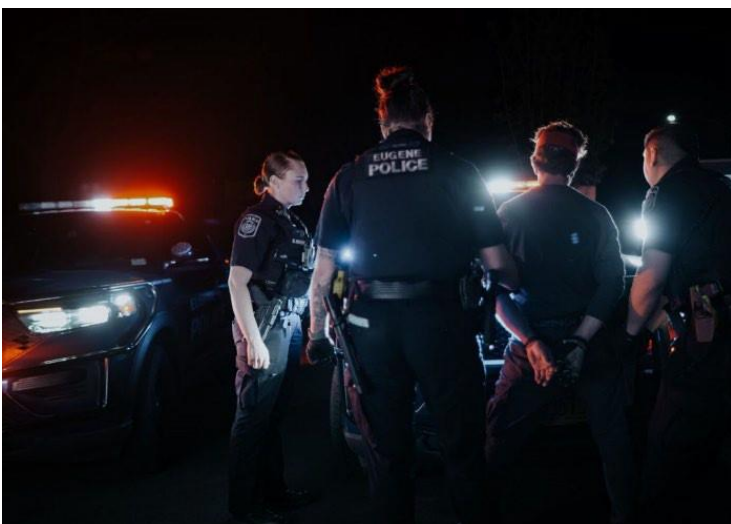
The ideal Police Captain candidate will be able to lead a major operational or administrative division for a modern, progressive police department, instill trust in the services with the community, develop and implement plans to achieve the mission and vision of the department, and inspire employees to perform with excellence.



As a member of the police department's management team, the Captain will work with the Chief and Deputy Chief as a collaborative team to provide leadership and management of department-wide issues, while supporting the goals and directions for the department from the City Manager and the City's elected leadership.

Desired characteristics and abilities:

- Model integrity and ethical behavior
- Make sound and well-informed decisions
- Develop objectives to achieve the department's missions
- Communicate effectively with cross-cultural audiences
- Foster effective working relationships with diverse groups
- Identify issues, analyze problems, and work collaboratively to solve them
- Be accessible and supportive of professional development, retention, and diversity
- Understand and appreciate positive, and productive labor relations
- Develop and maintain relationships with other agencies to enhance service
- Provide leadership in bringing intergovernmental and community partners together



Minimum Qualifications

To be considered for this position, candidates must have:

Eight (8) years of police experience, including two years of managerial experience. Recent Police Lieutenant experience is strongly preferred.

- ⑩ A Bachelor's degree from an accredited college or university in criminal justice, business, public administration, or a closely related field.

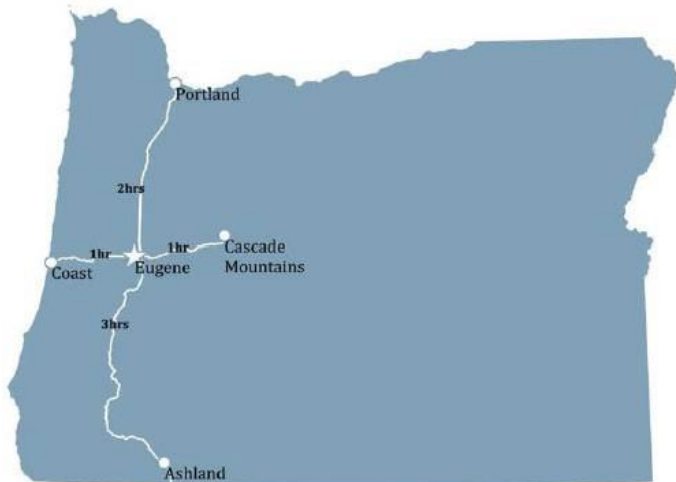
Note: (Additional responsible, relevant experience may be substituted for the degree on a year-to-year basis.)

Benefits: Six percent contribution to PERS retirement system, life insurance, health, dental, and vision care; competitive vacation, sick leave, and holiday leave; uniforms, weapons, and equipment provided. \$15,000 relocation reimbursement*

Certifications: Oregon Department of Public Safety Standards and Training Certification is required. Certified Police Officers from other states may be able to transfer equivalent training credits and certification. Typically, a California POST or comparable certification from another state plus attendance and successful completion of a three-week Oregon Career Officers Development class (made available by the employer) will accomplish Oregon certification.



Come Serve with Us - How to Apply



To view the posting and apply for the Police Captain position, [CLICK HERE](#).

Questions and inquiries may be directed to:

Nadia Ahmed, ERC Analyst

NAhmed@eugene-or.gov 541-682-5731

Salary: \$161,033 - \$181,979 annually

Closing Date: **September 3, 2023**



City of Eugene, Oregon
Employee Resource Center (ERC)

940 Willamette St., Suite 200
Eugene, OR 97401

