



CHIEF OF POLICE

First Review
July 28, 2025
Open Until Filled



THE CITY

Union Gap was originally incorporated on November 23, 1883 and covers an area of 5.58 square miles. Union Gap is a Council-Manager form of government. It's located in Wine Country where more than 20 wineries are within a 30 minute drive. Union Gap is a community on a path of reinvention, blending a rich agricultural past with bold, forward-thinking development. This vibrant community has evolved into a regional hub with a population of 6,700 residents and a bustling daytime influx of approximately 30,000. Union Gap brings together innovative infrastructure projects and a warm, business-friendly atmosphere that welcomes both tradition and advancement.



DEPARTMENT

The police department provides our citizens 24-hour service and contracts with SunComm Communications Center for dispatch services and the Yakima County Jail for corrections services.

We have seventeen (17) commissioned Police Officers and five (5) civilian support staff organized under the following divisions:

Administration: Consists of the Chief of Police, Lieutenant, and a Police Services Supervisor.

Patrol: Consists of four uniformed Sergeants and eight uniformed officers who handle initial response to calls for service, traffic enforcement, proactive policing and numerous other types of incidents.

Clerical: There are 3 clerical and property/evidence room personnel.

Investigation: Consists of two general crime detectives and one detective who is assigned to a regional drug task force.

Code Enforcement: A non-commissioned officer handles nuisance code enforcement and animal control duties.

Crisis Response Union: The Union Gap Police Department has three officers assigned to the Regional Crisis Response Unit as SWAT Operators or Crisis Negotiators.

YVSIU: Union Gap participates in the Yakima Valley Special Investigation Unit, an Independent Investigation Team that investigates police use of deadly force.

The 2025 department budget is \$5,639,974. The Union Gap Police Department enjoys strong financial support from the City. This is reflected in our new facility, modern equipment, and robust training budget.

JOB DUTIES

This role involves the comprehensive leadership and management of the Police Department. It includes planning, coordinating, supervising, and evaluating all departmental operations, as well as developing and implementing policies and programs that align with city goals. The position also entails reviewing departmental performance, addressing deficiencies, and overseeing the preparation and implementation of the annual budget, including equipment planning and expenditure control.

Furthermore, the Chief is responsible for personnel training and development, directing activities at emergency incidents and major crime scenes, and participating in labor negotiations and disciplinary matters. They prepare reports for city leadership, plan and supervise operational implementations, and assign personnel and equipment. The role also involves engaging with various officials and the public, staying current with law enforcement trends, representing the department at various meetings, and ensuring public safety and law enforcement.



IDEAL CANDIDATE

The ideal candidate will possess a strong foundation of integrity and accountability, ensuring ethical conduct and fostering trust both within the department and in the community. They will have clear and confident communication skills essential for engaging with officers, city officials, and the public, especially during high-pressure situations. They must have the ability to make sound, timely decisions grounded in the law. The ideal candidate will have shown a commitment to community engagement and transparency.

They will have demonstrated the ability to be strategic thinking, setting a clear vision for the department's future while staying adaptable to changing laws, technologies, and public expectations. The ideal candidate will have strong emotional intelligence and empathy for managing personnel, maintaining morale, and navigating sensitive issues. Operational and tactical competence is necessary to ensure effective response to crises, while a collaborative, team-building leadership style promotes cohesion, professional development, and interagency cooperation.

MINIMUM QUALIFICATIONS

- ◆ Bachelor's degree in police science, law enforcement, criminal justice, public administration or closely related field. Police executive level experience and completion of one or more of the following courses will satisfy the education requirement: Command College, FBI National Academy, Northwestern School of Police Staff and Command, FBI LEEDA Trilogy, Leadership-The West Point Model.
- ◆ Ten (10) years of experience in police work, with at least three (3) years with the rank of lieutenant or equivalent in supervisory and management responsibilities.
- ◆ Must be a Washington State Certified Peace Officer or out of state equivalent and be able to obtain a Washington State Certification within six months of hire.
- ◆ Must have a valid Washington State drivers license or ability to obtain one within 30 days of hire.
- ◆ Must pass a complete background investigation which includes a polygraph examination, psychological examination, medical examination, drug testing and credit check.

COMPENSATION & BENEFITS

Annual Salary: \$131,000 - \$140,000, D.O.E.

- ◆ Quality health, vision, and dental insurance
- ◆ Employee Assistance Program (EAP)
- ◆ Accrued sick leave
- ◆ Washington State Department of Retirement—LEOFF II
- ◆ 457 Deferred Compensation Plan with 4% city match
- ◆ Basic life insurance coverage
- ◆ Assigned take-home vehicle.
- ◆ Up to 16.67 hours of vacation monthly/up to 280 hours
- ◆ Professional Organization Memberships
- ◆ 13 paid Holidays

HOW TO APPLY

To be eligible for consideration, please submit:

- ◆ A resume
- ◆ A detailed cover letter describing your experience, leadership style, and why you are interested in the position.
- ◆ City of Union Gap Application (available at www.cityofuniongap.com)

Electronic packets must be submitted to Lynette Bisconer, Director of Finance and Administration

Email: lynette.bisconer@uniongapwa.gov.

The City of Union Gap considers applicants for all positions without regards to race, color, religion, sex, national origin, genetic information, sexual orientation, age, marital or veteran status, qualified individual with disability status, or any other protected status. Prior to consideration of hiring, applicants are subject to a background and criminal history check pursuant to RCW 43.43.830-845.