



City of Des Moines

Chief of Police

Recruitment Announcement



The City of Des Moines, Washington seeks a forward thinking law enforcement executive who is experienced in contemporary policing techniques and welcomes the opportunity to evolve and adapt to the ever-changing landscape of today's policing environment.

"With the sanctity of all human life as our priority, we are committed to relentlessly fighting crime with trust and care."



WASHINGTON ASSOCIATION OF SHERIFFS & POLICE CHIEFS

Serving the Law Enforcement Community and the Citizens of Washington Since 1963

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Community Profile

Des Moines, Washington is part of a greater metro area with a population of 3.5 million. Rich in history, diversity, and natural beauty, this charming coastal community is proud of the local character that has been shaped by its varied and unique businesses and abundant natural resources. With its sweeping view of the snow-capped Olympic Mountains to the west and majestic Mount Rainier to the east, Des Moines, Washington truly offers the best of the Pacific Northwest and is an amazing place to call home. Located in southwest King County, nestled conveniently between the cities of Seattle and Tacoma, on the eastern shore of Puget Sound, “*The Waterland City*” has a population of 32,000, covers over six (6) square miles, and is just a short drive from the Sea-Tac International Airport and Interstate 5.

The City has big future projects underway with the Marina Re-development plan to include Marina Steps providing a pedestrian link between downtown Des Moines and its waterfront. As well as activity hub to include opportunities for maritime business and retail. Downtown Des Moines is also undergoing redevelopment on a number of prominent sites, including the renovation of the historic Des Moines Theater, additional housing/mixed use, as well as a major campus renovation (\$250 million) of Wesley Des Moines, a nearby retirement community. With all this economic development, transportation will be increasing with the City and Sound Transit coordinating the Link Light Rail Kent Des Moines station, which is scheduled to open in 2025.



City of Des Moines	
Population:	32,888
Square Miles:	6.50
Median Age:	39.40
Median Household Income:	\$73,131
Average Home Price:	\$416,500

City Government

The City operates under a Council-Manager form of governance. The City Council is comprised of the Mayor and six (6) City Council members, all elected at-large and serving four (4)-year terms. The Council appoints a professional City Manager to oversee the day-to-day operations of the organization. The City has approximately (149) full-time and (30) part-time/seasonal employees. The City Manager is responsible for the efficient operation of municipal services, personnel administration, budget development and control, and the enforcement of City laws and ordinances.





Department Information

The Des Moines Police Department provides a wide range of services on behalf of the Des Moines Community including citizen outreach, community academy, collaboration with schools, managing crime prevention programs and investigating major felony crimes. The 2023 Police Department budget is \$11, 393,049.00 and the department is comprised of (50) dedicated professional personnel, who realize that all units must work together to be effective in crime suppression.

The Department has (37) full time commissioned personnel, which includes (7) Sergeants, (5) Detectives, and (22) Police Officers who serve in patrol, criminal and special units. The 11 support personnel of the department include Community Service Officers, Crisis Response Specialist, Evidence Technician, (5) Records Specialists, (1) Records Supervisor and an Office Administrator.

To learn more about the City of Des Moines, Washington Police Department, please [visit](#) our Police Department website to watch our current Police Chief and Des Moines Police Guilds' message about what it is like working for the City of Des Moines Police Department.

Various units, teams, and programs include:

Patrol Enforcement

- ❖ Call response is 24/7
- ❖ K-9 Support
- ❖ Traffic Enforcement/Collision Response
- ❖ Valley SWAT Team

Investigations

- ❖ Criminal Investigations
- ❖ Street Crimes
- ❖ Accident Investigation
- ❖ Sex Offender Verifications

Police Support Services

- ❖ 24/7 Records (Warrants, Orders, Concealed Pistol License)
- ❖ Code Enforcement
- ❖ Crisis Response Unit
- ❖ Community Engagement



The Des Moines Police Department is an accredited Washington State Agency.





Ideal Candidate Profile

The City of Des Moines seeks a forward-thinking law enforcement executive who is experienced in contemporary policing techniques and is not afraid to evolve and adapt to the ever-changing landscape of today's policing environment. The ideal candidate will be approachable and value diverse perspectives and input, fostering an environment that is inclusive, participatory, and cooperative. The next Chief of Police must possess the ability to maintain community trust through the development of partnerships and use of proven community-oriented policing techniques. The candidate will be able to balance law and justice with compassion for the people they serve and have visible respect for the diverse community of Des Moines.



The City of Des Moines is bordered by five (5) other cities that include the larger cities of Kent and Federal Way. Experience working closely with local jurisdictions to build partnerships and regional initiatives is highly preferred. Several proximate cities contract for police services while others, like Des Moines, retain their own independent police department. They will have in-depth knowledge of the operational and policy issues associated with a medium-size law enforcement agency.

They will also understand the need to stay abreast of recent advances in methodology and technology within the law enforcement field. The successful Chief of Police candidate will be expected to establish a vision of excellence for DMPD officers, gain credibility and provide consistency in delivery of police services, promote diversity in the department, and motivate others to embrace change. Additionally, they will understand the importance of maintaining a collaborative relationship with the bargaining groups that represents DMPD officers and support personnel. The candidate will demonstrate a sincere interest in gathering input from all parties concerned in order to make fully informed decisions. However, they must also be capable of making tough and sometimes unpopular decisions, when necessary. The ideal candidate recognizes that they serve as an ambassador of the community, while remaining cognizant and sensitive to the needs of all members of the Police Department.

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

- Contemporary policing, commitment to innovating policing practice and staffing methods in a high-performing department.
- Showing support for all employees including command staff, uniformed staff, non-commissioned staff, bargaining leadership and members of other City departments.
- Team building and staff development, particularly among their command-level staff and supervisors.
- Hands-on leadership, integrity and accountability.
- Working cohesively with the City Manager, Executive Team and City Council.
- Building functional and cohesive team with measurable outcomes.
- Ability to make timely and informed decisions.





Position Requirements

Minimum Qualifications

- ❖ Candidates for the position of Chief of Police must be currently certified as a law enforcement officer by Washington State Criminal Justice Training Commission (WSCJTC) or meet all of the requirements of peace officer certification by WSCJTC AND;
- ❖ Have held the rank of Chief of Police in a single department with five (5) or more uniformed officers, for continuous period of not less than five (5) years OR;
- ❖ Have a minimum of five (5) years of command or management-level experience in a police department supervising both sworn and civilian staff members.
- ❖ A Bachelor's degree in law enforcement, public administration, or a related field.
- ❖ Experience in patrol operations, traffic management, criminal procedure, community policing and incident command is required.

Preferred Qualifications

- ❖ A graduate degree in a related field to law enforcement.
- ❖ Completion of advanced relevant police management training such as the FBI National Academy, the Senior Management Institute for Policing (SMIP) or the Northwest School of Police and Command.
- ❖ Ten (10) years of command-level experience with three (3) years commanding/managing patrol operations.
- ❖ Five (5) years of command of an investigative or administrative assignment, as well as experience as a Police Commander or equivalent.



Special Requirements

- ❖ Possession of and the ability to maintain throughout employment a valid Washington State Driver's License with a good driving record.
- ❖ Successful completion of a pre-employment background and criminal history check.
- ❖ Because of the known effects of tobacco use, the City of Des Moines does not hire applicants who use tobacco products.
- ❖ Must be active law enforcement and not have more than (24) month break in law enforcement service leading up to appointment.





Compensation & Benefits

The City of Des Moines offers a competitive and comprehensive benefits package, which includes:

- ❖ Generous employee contributions toward medical coverage premiums for the employee and their dependents.
 - (4) medical plan options
- ❖ Paid vacation and sick leave with up to (14) paid holidays per year. (Accruals increase with years of service).
- ❖ Additional Executive Leave and an Auto Communications stipend for Director-level positions.

2023 Salary Range
\$174,505.95-\$212,119.82

**Placement within the range is determined by relevant qualifications.*

Retirement:

- ❖ The City is a member of the Washington State Department of Retirement Systems (DRS) and this position is covered under the Law Enforcement Officers & Firefighters Retirement System (LEOFF II) plan.
- ❖ 401 (a) tax deferred account and 457 deferred compensation, which includes an employer contribution for both accounts.
- ❖ Please note that this position does not receive social security contributions both employee and employer.



The City provides:

- ❖ Employer-paid dental and vision coverage.
- ❖ Employer funded health reimbursement account (HRA) or a HRA-VEBA upon enrollment into a City sponsored health plan.
- ❖ Basic life insurance policy equal to 1.5X your annual salary (up to a maximum of \$250,000).
- ❖ Long-Term disability plan.





Recruitment 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.
- ✓ Candidates selected for further consideration will be required to complete supplemental questions.

You must submit your electronic packet to:

Attention: Rachelle Harwood
Des Moines Police Chief Application Materials
Email: rhawood@waspc.org

All packets are due by 8:00 a.m. on April 26, 2023.

?Questions?

Contact: David Doll, Training & Education Coordinator
Washington Association of Sheriffs and Police Chiefs
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2023 Recruitment Schedule

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| 1. | Recruitment Opens | Monday, March 27, 2023 Wednesday, |
| 2. | Applications Materials Due | April 26, 2023 by 8:00a.m. Thursday |
| 3. | Candidate Application Review | April 27, 2023 |
| 4. | Onsite Candidate Interviews | Week of May 15, 2023 |
| 5. | Candidate Hire Date | July 01, 2023 |

Please **DO NOT** contact the City of Des Moines directly. All inquiries should be directed to David Doll.

