

city of spokane chief of police



the community

Spokane, with a population of more than 210,000, is located in Eastern Washington in the heart of the Inland Northwest, and is the second largest city in the state. Ideally situated 30 miles west of Idaho, 110 miles south of the Canadian border, 300 miles east of Seattle, and encompassing 60 square miles, the community offers a tremendous quality of life boasting a diversified economic climate, first-rate medical facilities, outstanding public and private school systems, affordable housing, and an abundance of recreational opportunities.

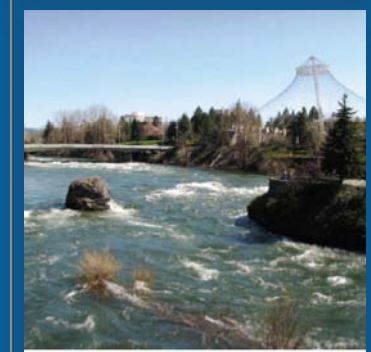
Near nature, near perfect, and with four distinct seasons, Spokane is surrounded by the natural beauty of dozens of lakes and rivers. The Spokane River, with its scenic upper and lower falls, runs through the city and downtown Riverfront Park. Residents and visitors enjoy numerous outdoor activities including skiing, white-water rafting, camping, hiking, boating, fishing, and biking.

Spokane Falls and its surroundings were a gathering place for the area's indigenous people and the city was named for the Spokane tribe. In the early 1800s fur trappers migrated to the area, and Spokane grew from a frontier town to a mining and timber hub as the railroads expanded and brought more settlers to the area. The city was incorporated in 1881. In 1974, Spokane hosted the first environmentally themed World's Fair, Expo '74, becoming the smallest city at the time to host such an event, which helped transform the community's downtown and reinvent the urban core. Today, Spokane is a regional center for education, technology, manufacturing, finance, retail, agriculture, and healthcare.

Spokane International Airport offers non-stop service to 11 locations and one-stop service to a number of cities around the globe. The airport's six different airlines serve more than three million passengers annually and provide easy access to the region.

As the Inland Northwest's major medical center, Spokane has six world-class hospitals ranging from specialty centers to children's care facilities including Providence Sacred Heart Medical Center and Children's Hospital and Deaconess Medical Center, two of the area's largest employers. Other major employers include Fairchild Air Force Base, Spokane Public Schools, Spokane County, and Northern Quest Resort and Casino.

Youth outreach programs run by Spokane Police Department, and partnerships established through programs, were instrumental in Spokane being one of 10 cities nationally named as an All-America City in 2015, the third time the City has been recognized. Spokane draws nearly three million visitors annually to concerts, shopping, dining, recreation, and entertainment.



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the community, continued

Annual events include Art Fest, First Night, the Lilac Festival, Interstate Fair, Bloomsday, the biggest timed foot race in the nation, and Hoopfest, the country's largest 3-on-3 street basketball tournament. Conventions attract thousands of delegates each year and Spokane previously hosted the U.S. Olympic team trials for women's boxing and the U. S. Figure Skating Championships.

Spokane is a major center for education in the region. The majority of students in the community attend Spokane Public Schools, the largest school district in eastern Washington and the second largest in the state. Spokane Public Schools provides quality education and a variety of options including a STEM program, to more than 29,000 students in grades Pre-K through 12. Along with Central Valley School District and Mead School District, Spokane Public Schools received blue ribbon awards and ranked in the top 33% of 2,800 districts nationwide in Expansion Management's Education Quotient. Additionally, there are several private school options available locally.

Opportunities for higher education include Washington State University, Eastern Washington University-Riverpoint campus, the Community Colleges of Spokane, Gonzaga University, and Whitworth University.

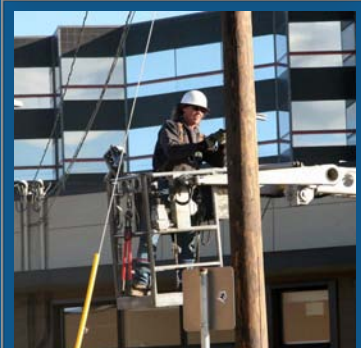
governance & organization

The City of Spokane operates under a Strong Mayor form of government. The City Council is comprised of seven members. Two City Council members are elected from each of three districts and the Council President is elected at-large. City Council Members serve staggered terms based on election cycles.

Born the same year that Spokane was preparing to shine on the global stage at Expo '74, Mayor David A. Condon grew up in a community that was safe for families, fertile for businesses, and naturally stunning. A Gonzaga Preparatory School graduate, he went on to earn his bachelor's degree in Finance and Military Science from Boston College. The first re-elected Mayor in Spokane in more than 40 years, Mayor Condon remains focused on many key initiatives which began during his first term - all aimed at making Spokane safer, stronger, and smarter. These include making investments in public safety, growing jobs and our economy, ending homelessness, and improving Spokane's infrastructure. Prior to becoming Mayor of the second largest city in Washington, Mayor Condon's distinguished professional career included serving as a Second Lieutenant in the United States Army, owning and operating small businesses, and serving as the District Director for the 5th Congressional District of Washington State. David and his wife Kristin are thrilled to be raising their three children near many of their family members in Spokane - which was recently named an All-America City for the third time. He is committed to making sure Spokane grows and remains the City of Choice in the Inland Northwest.

city mission statement

To deliver efficient and effective services that facilitate economic opportunity and enhance quality of life



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governance & organization, continued

The City has an annual budget of \$170 million and more than 1,900 employees delivering a full range of municipal services including Administration, Business and Developer Services, Legal, Communications, Community and Neighborhood Services, Finance, Fire, Human Resources, Information Technology, Library, Local Government and Multi-Cultural Affairs, Parks, Police, and Utilities.

The City Administrator serves as the Chief Operating Officer for the organization and supervises all department directors. Theresa Sanders has served as Spokane's City Administrator since 2012 and has a strong background in management, economic development, and local government. She began working for the City as the director for economic development. Prior to joining the City she was with Microsoft in various leadership roles including product marketing and international business development. She additionally held leadership roles at the Spokane Club and the Spokane Area Economic Development Council where she served as executive vice president. A Spokane native, she holds a bachelor's degree in government from Eastern Washington University.

about the spokane police department

The Spokane Police Department (SPD) is a full service law enforcement department with an authorized commissioned staff of 307 and a total staff of about 500. The 2016 authorized budget is \$54.77 million with over \$1 million in grants. SPD is a Civil Service administrated department and has contracts with the Spokane Police Guild and the Police Lieutenants and Captains Association.

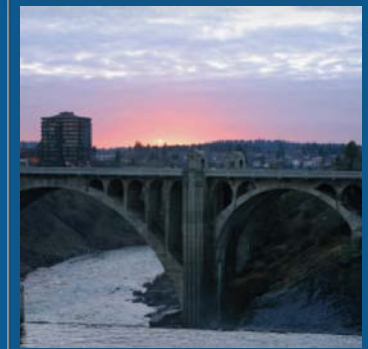
The Spokane Chief of Police is appointed by the Mayor, confirmed by the City Council, and reports directly to the City Administrator. Positions reporting to the Chief are the Assistant Chief, Director of Strategic Initiatives, Director of Business Services, Administrative Assistant, Public Information Officer, and Legal Advisor.

leadership & innovation

The City seeks a Chief of Police who will be a stabilizing leader for the department. There is great potential for growth within SPD and the next Chief should be progressive in implementing organizational changes that are forward thinking and on the cutting edge of policing.

The new Chief must possess excellent leadership skills and have a "command presence." Administration of SPD is a significant challenge due to the various union contracts and civil service processes the department operates under. One of the most important tasks for the next Chief will be to establish a culture of strong and innovative leadership that fosters a spirit of respect and teamwork throughout the department and leads to SPD becoming a high performing organization.

Spokane is a demanding and complex policing environment, and the previous Chief of Police was in the position for only three years. Spokane has a very involved citizenry with numerous community and activists groups weighing in on the local issues. Relationships with these groups and cultures have become strained and rebuilding rapport and an atmosphere of trust that leads to establishing productive alliances will be an important focus for the next Chief.



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leadership & innovation, continued

Effectively establishing good working relationships with elected officials, the City Administrator, all departments within the City, Police Advisory Committee, Police Ombudsman Commission and a myriad of very vocal and involved community organizations will be paramount. The person selected for the position must be able to thrive in a strong-Mayor form of government while using diplomacy and tact to create an environment that recognizes and respects the Chief's position and responsibility of managing the daily operations of the SPD, while acknowledging the guidance and opinions of other stakeholders.

The Chief of Police selection process has garnered a great deal of community and political interest with numerous groups desiring input. A Police Leadership Advisory Committee was established to provide participation, guidance, and recommendations during the process, which will be quite extensive and include a number of community review panels.

A 2014 Department of Justice Study on SPD's use of force in the community resulted in recommendations for reform in the department, policies, processes, and practices. While improvements have been made, the new Chief of Police will be responsible for continuing the work that is already underway to address and implement the recommendations.

ideal candidate

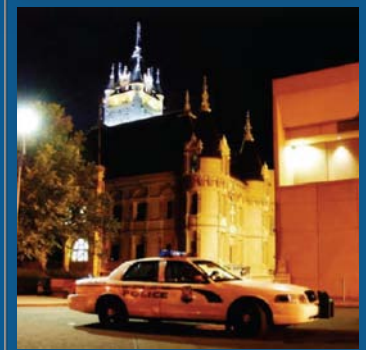
The next Chief of Police must be a strong, ethical leader with outstanding management skills and who is passionate about policing and people. The next Chief must have a full grasp of the "Community-Oriented Policing" philosophy and demonstrated success working with challenging communities and implementing the "Community Guardianship" concept of policing throughout the entire culture of the department.

The ability to garner public confidence in SPD, engage with the community, and interact both personally and professionally is highly desired. Delivering exceptional customer service and demonstrating a superior level of intensity, integrity, and intelligence will be crucial.

The Spokane region has a very intense and active media market and the next Chief of Police must have advanced media relations skills, extensive public speaking experience, and be able to deftly handle communicating with critics in a respectful and professional manner.

The ideal candidate will be extremely knowledgeable in all facets of local law enforcement administration and operations, have broad experience in working with community/activist groups, and the innate ability to forge positive relationships with groups that hold police in distrust.

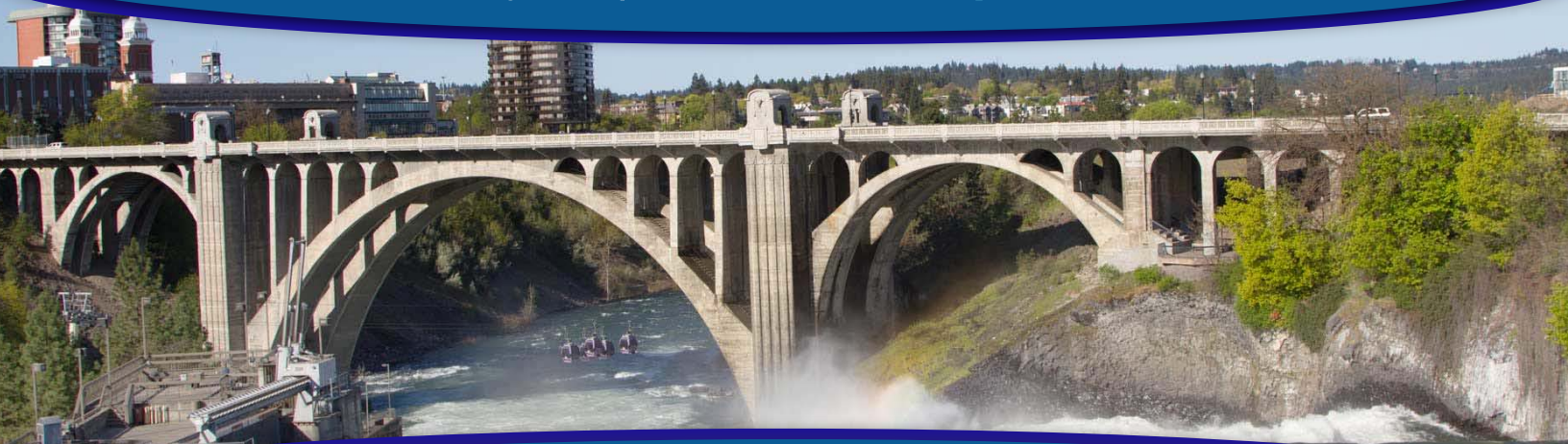
Proven experience with Civil Service Administration, collective bargaining agreements, and union contracts is essential. The chosen candidate will be competent in all aspects of leadership, customer service, budget, finance and audit functions, strategic planning, research, technology, and personnel management while ensuring accountability throughout all areas of the department.



police department mission statement

The mission of the Spokane Police Department is to demonstrate excellence in policing by working in partnership with the community we serve to prevent and reduce crime, the fear of crime, and improve the quality of life for our residents and visitors.

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education & experience

This position requires a bachelor's degree in Criminal Justice, Public Administration, or a related field from an accredited college or university, and completion of an advanced Law Enforcement Management/Administrative development program such as the FBI National Academy, Senior Management Institute of Police, Southern Police Institute, or similar program. Master's degree is preferred.

The chosen candidate must have a minimum of 10 years of increasingly responsible and varied administrative experience in a comparable federal, state, county, or municipal law enforcement agency including at least five years of upper-level command experience. Proficiency in typical office/business software and computer systems is required. The person selected for this position must be able to meet the requirements established by the Washington State Criminal Justice Training Commission (WSCJTC) for executive certification. (See the [WSCJTC website](http://www.wscjtc.org) for further information.)

compensation & benefits

The salary range for this position is \$148,686 to \$185,532, depending on experience and qualifications. The City of Spokane offers a full range of leave and insurance benefits including vacation, sick, personal, and floating holiday leave, medical, dental, long-term disability, and life insurance, and a Section 125 healthcare reimbursement account. A deferred compensation plan is available with a City match up to 3% of base pay, if actively contributing, and retirement is through the state Law Enforcement Office and Fire Fighters (LEOFF) II plan. A cell phone and SPD vehicle is provided. It is preferred that the Chief of Police live within the Spokane city limits, and relocation expenses are available, if necessary.

application process

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position, contact:

Tommy Ingram, Senior Vice President
Strategic Government Resources
TommyIngram@GovernmentResource.com
817-475-2242

This position is open until filled. To view the status of this position, please visit: <http://bit.ly/SGRCurrentSearches>.

The City of Spokane is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.



resources

City of Spokane,
Washington
my.spokanecity.org

Greater Spokane, Inc.
greaterspokane.org

Greater Spokane, Inc.
Economic Development
advantagespokane.org

