



invites your application for

Deputy Police Chief



Starting Pay Up to \$143,416
commensurate with experience
Plus Excellent Benefits Package

SERVICE - HONOR - INTEGRITY

Seeking a talented public safety professional to assist in leading a mid-sized police department that takes pride in its mission, services provided, and contribution to quality of life.



The Community

Port Orchard is located on the Sinclair Inlet of the Puget Sound. As a waterfront community, we are proud of our amenities. Our numerous marinas provide visitors and boat dwellers alike with convenient accommodations. Our downtown corridor offers shopping, museums, entertainment, galleries, and dining. While in Port Orchard, it is hard to miss the majestic view of the Olympic Mountains and the pride of military heritage just across the water at the Puget Sound Naval Shipyard.

The City of Port Orchard was the first to be incorporated into Kitsap County in 1890. Its current population is 16,000 residents and continues to grow rapidly, with a projected population of 18,000 by mid-2023. The City is served by a Mayor and seven Council members and is classified as a code City.

Our City is the County seat for Kitsap County, with a countywide population of approximately 230,000. The overall county is known for manufacturing, defense, and technology.



The Police Department

POPD is a WASPC accredited agency.

The department is a full service municipal police agency serving the City of Port Orchard and an area population of approximately 80,000 in South Kitsap County. It includes a Marine Patrol Unit, Motorcycle Unit, and dedicated School Resource Officer. Our team is expanding and currently boasts 21 commissioned officers, a tenured reserve peace officer, and a professional administrative staff of 6. The agency also supports 2 detectives and participates with our regional partners for training, special events, and critical incident response.

Mission: To protect the lives, property, and rights of all members of our community. We will work to reduce crime and the fear of crime while remaining proactive and innovative in our approach to the enforcement of the law. Our community shall know we are all members of one team through our transparency, accountability, and engagement.

Vision: To be among the finest law enforcement agencies in the State of Washington, constantly delivering the highest quality public service to make the City of Port Orchard one of the safest communities in the nation.





The Position

Ideal Candidate

The Port Orchard Police Department is seeking an individual who balances a clear command presence with well-developed interpersonal skills. The successful candidate will lead by example, setting the tone of honest, ethical behavior and demonstrating integrity beyond reproach. The candidate must also possess knowledge of technical and administrative aspects of crime prevention, community policing and federal, state, and local laws and ordinances pertaining to law enforcement functions. In addition to required experience and education, the ideal candidate has experience in personnel management and supervision, fiscal duties such as budgeting, purchasing, and accounting, and a demonstrated leadership ability.

The candidate must also have the ability to make split-second decisions to ensure the well-being of the public, the department, and subordinate personnel.



Experience & Education

The ideal candidate should hold a Bachelor's degree, preferably in a public-service related field, from an accredited college or university.

Six years of varied assignment as a state certified peace officer, including 3 years of supervisory experience. Valid WA state drivers license. Washington State Peace Officer Certification within 6 months of employment. Ability to perform all essential job functions for the ranks of Police Officer and Police Sergeant.

Compensation

Starting annual salary, based on applicable experience, is \$126,734 to \$143,416. Additional benefits include medical, dental, vision, and life insurance, 457 deferred compensation program, generous leave package, and a health reimbursement account (HRA). A retirement plan through the WA State LEOFF retirement system is also provided.

Matt Brown, Police Chief



Application Process

To apply for this position, please submit:

- A **resume** (3-page maximum)
- A **detailed cover letter** (2 page maximum) describing your experience, leadership style, and why you are interested in this position

Note: 1) The City of Port Orchard requires all new employees to be vaccinated against the COVID-19 virus. Application for a religious or medical exemption is available after a conditional offer of employment. 2) Candidates who have been separated from commissioned law enforcement activities for two or more years will not be considered.

You must submit your packet (**electronic packets required**) to:

Attention: Rachelle Harwood
Port Orchard Deputy Chief's Application Materials
Email: rharwood@waspc.org

Final applicants will be required to experience a comprehensive background investigation including psychological, polygraph, and medical exams.

Direct Questions to:

Michael Painter
Dir. of Professional Services, WA Assoc. of Sheriffs and Police Chiefs
Phone 360.292.7959
Email: mpainter@waspc.org

Tentative Schedule:

First Review

June 13, 2022

In Person Interviews

July 6, 2022

Anticipated Start Date

Mid to Late August



Please apply and direct all inquiries through Washington Association of Sheriffs and Police Chiefs. Do not contact the City of Port Orchard or the Police Department.

