REEDSPORT POLICE

CHIEF OF POLICE

Bob Murray & Associates
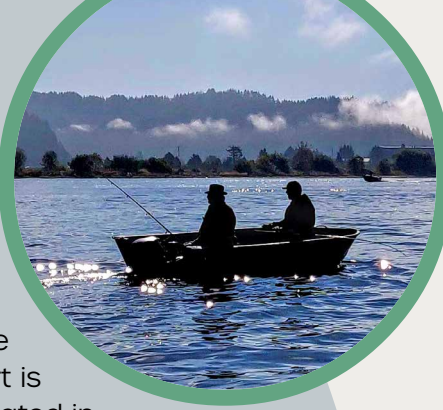EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The City of Reedsport, incorporated in 1919, is located on the beautiful Oregon Coast at a cross section between Highways 101 and 38 on the banks of the Umpqua River. Reedsport is an outdoor lover's paradise and is located in the heart of the Oregon Dunes National Recreation area with 17 freshwater lakes located only miles from town. Reedsport is also home to one of the largest recreational fishing ports on the Oregon Coast. The City is in a prime location having one of the most significant stretches of temperate coastal dunes, and the stark, mist-shrouded views of dunes, trees, and ocean all nearby are unique and profoundly stunning.

In addition to fishing, residents, guests, and visitors enjoy hunting, hiking, riding ATVs on the Dunes, beach combing, boating, bike riding, and much more. Every Father's Day weekend, the City comes alive with the buzzing of chain saws for the Annual Oregon Divisional Chainsaw Sculpting Championships. The City is within easy driving distance of the University of Oregon and Oregon State University, several cultural centers, and a variety of outdoor recreation parks. Reedsport is also conveniently located only twenty miles from the Southwest Oregon Regional Airport. Outdoor activities, an active community, and gorgeous landscapes all make Reedsport a wonderful place to live and work.

THE DEPARTMENT

The Reedsport Police Department is a full-service organization committed to traditional values of close community connection and the value of the individual employee. The Department's Patrol & Investigations Section staffing is approved for six sworn officers, one Police Corporal, one Patrol Sergeant and the Chief of Police. Sworn officers are responsible for deterring and detecting criminal activities, responding to calls for service, investigating criminal complaints, maintaining traffic safety through enforcement efforts, community problem solving through community-oriented policing strategies, code enforcement, animal control, and all aspects of corrections related to jail and inmate management, and emergency management planning.

The City of Reedsport is seeking a new Chief of Police who exhibits the utmost integrity and ethics with excellent communication skills. The Department is currently in the process of a total remodel. The building is under contract for over three million dollars in improvements (seismic and modernization). The new Chief will be the driving force to make Reedsport the most sought-after post on the Oregon Coast through innovative training and twentieth century policing practices. One of the first duties for the new Chief of Police will be filling the open, second in command position (SGT). The Department is a 24/7 full-service law enforcement agency, serving 4,311 permanent residents with strong tourism present in summer months. The Reedsport Police Department is comprised of:

- A fulltime regional communications center – Police, Fire, Ambulance (operated regionally)

- An eleven-bed municipal jail that currently houses a minimum of five parole and probation adults in custody daily

- A private shooting range with plans for expansion

- A successful K-9 program

- A Seasonal School Resource Officer

- A no-kill animal shelter operated by volunteers

- A volunteer program that is responsible for monitoring and enforcing Municipal Code to provide support to the Department
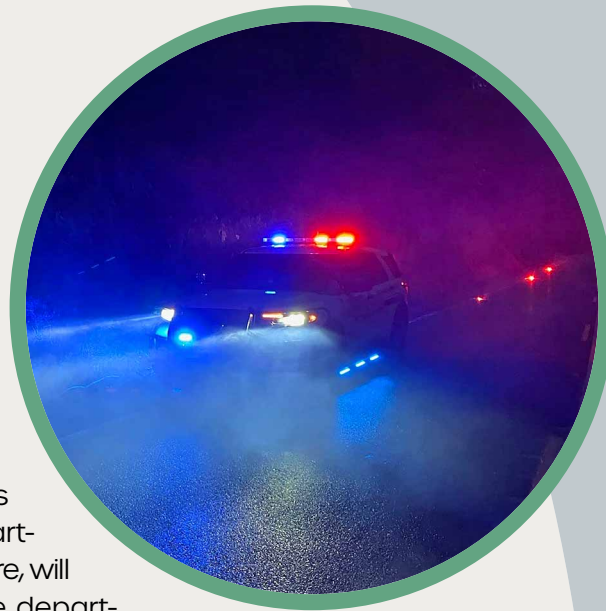
THE POSITION

The Chief of Police is the chief administrative officer with the responsibility of leading, planning, developing, and directing the operations of the entire agency. The Chief will exercise all lawful powers of the office and will issue appropriate orders as necessary to set departmental policy and procedure, will develop and manage the departmental budget and grants, and will assess departmental needs for personnel, equipment, programs, and reporting. The incumbent is expected to exercise independent judgment, wisdom, and initiative in establishing effective departmental operations consistent with City policies and administrative guidelines. The new Chief will be expected to be involved with the entire community of Reedsport and must be comfortable being the face of the agency. The incoming Chief of Police will act as the Emergency Operations Leader and will be required to set priorities in the use of limited resources.

The Chief of Police, performs a variety of complex administrative, supervisory, and professional work in the planning, coordinating, directing, and supervising of the activities of the Police Department with direct supervision from the City Manager. The Chief of Police should be committed to Community Oriented Policing as well as the prevention of crime, enforcement of City Ordinances, and State and Federal laws. The Chief of Police ensures the regulation of conduct to assure the preservation of law and order and the protection of life and property.

THE IDEAL CANDIDATE

The City of Reedsport is seeking a committed, approachable, and inspiring Chief of Police. The ideal candidate must possess excellent interpersonal skills, flawless integrity, and must be an active listener. A caring individual that has a proven track record of outstanding character and integrity, and approaches day to day operations with an optimistic, can-do attitude with a focus on end results and continuous improvement is sought. This person will know how to foster healthy internal discussions to arrive at the best outcomes as one cohesive team. An individual who will lead by example and who is highly active in the community while being easily accessible to all stakeholders and staff is essential.

The ideal candidate will have a strong command presence while creating a positive and inspiring work environment and will take a hands-on approach to policies and operations. The successful candidate has the ability to evaluate effectiveness of the police operation and can institute improvements and has comprehensive and technical knowledge of modern law enforcement practices and proven techniques in management. A highly ethical, principled, and accountable law enforcement professional who has demonstrated leadership and management skills is sought. Candidates with experience in bringing training in-house and willing to grow the Reedsport Police Department from within, will do well in this recruitment process.

PREFERRED

- Bachelor's Degree in Law Enforcement, Criminology, Public Administration, or a related field.

- Increasingly responsible management level experience with at least one year as a Police Lieutenant (second level supervisor/manager).

- A Master's Degree in Administration of Justice, Public or Business Administration, Political Science, or a closely related field, or graduation from the FBI National Academy or other

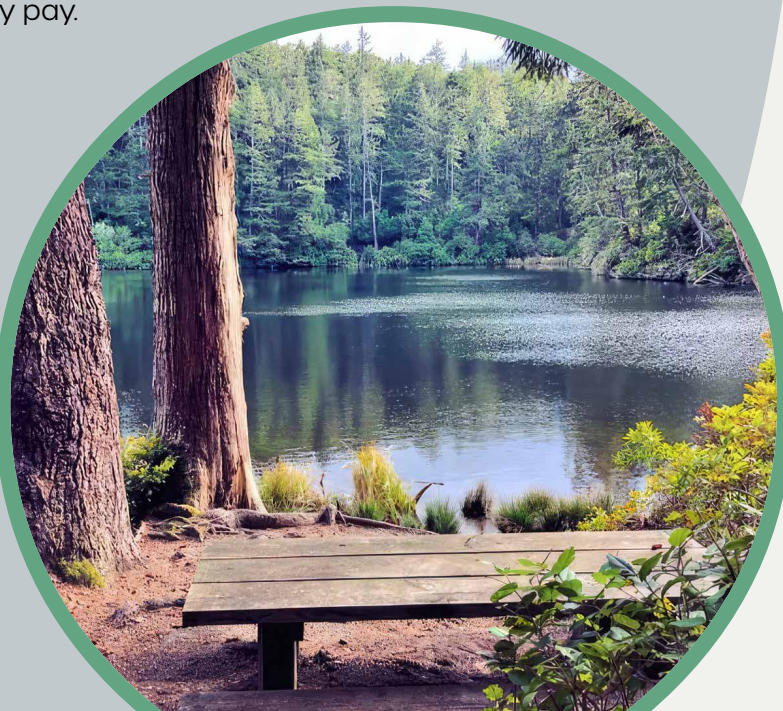executive level training is highly desirable.

REQUIRED

- A minimum of 60 college credits is required.
- Minimum of ten (10) years of experience in law enforcement with at least four (4) years at the rank of Sergeant (first line supervisor).
- Candidates must have possession of or have the ability to obtain a valid Driver's License and must have a safe driving record.
- Candidates must be Corrections certified or have the ability to obtain certification within one year of placement.

COMPENSATION

The annual salary range for the Chief of Police is $70,500 to $90,825 (including 5% Advanced Certification pay). Additionally, it is anticipated the City of Reedsport will soon be conducting a salary study. Placement within this range is dependent on qualifications and experience. The City of Reedsport also provides an excellent benefits package including:

- City paid high deductible health savings account.
- City paid (90%) dental, medical, vision, long-term disability.
- City-paid Oregon PERS/OPSRP retirement plan.
- Ten fixed holidays plus two floating holidays.
- Up to six weeks of vacation per year.
- Twelve days of sick leave per year.
- 80 hours administrative leave per year.
- City paid life insurance.
- Jail occupancy stipend.
- Longevity pay.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
March 1, 2023**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Reedsport. Candidates will be advised of the status of the recruitment following selection of the Chief of Police.

If you have any questions, please do not hesitate to call Mr. Joel Bryden or Ms. Deanna Cantrell at:

(916) 784-9080

Bob Murray & Associates
Experts in Executive Search