



POLICE CHIEF

\$166,092

Plus Excellent Benefits

Apply by

April 11, 2021

(First Review, Open Until Filled)

PROTHMAN



BELLINGHAM, WA



The City of Bellingham is among the most livable, vibrant communities in the country. Located in the northwest corner of the United States, Bellingham is centered just 90 miles north of Seattle and 60 miles south of

Vancouver, B.C. The city consists of 25.5 square miles and has a population of over 90,000.

With Puget Sound and the San Juan Islands to the west, snowcapped Mt. Baker and the Cascade Mountains to the east, and the surrounding area dotted with lakes, Bellingham is a breathtakingly beautiful place to live and work. Residents can ski the slopes of Mt. Baker and sail Bellingham Bay in the same day, explore miles of hiking and bike trails, or stay in town and enjoy a vibrant arts scene, unique shops and restaurants, and community-wide emphasis on locally produced food and other products. Bellingham is among the fastest growing metropolitan areas in the country, and the town and surrounding wilderness make it a distinctly livable city. Bellingham is the recipient of a long list of awards, including many designations as a “best place” for livability and outdoor adventures and recognition for leadership in sustainability.

The community proudly supports an active and innovative arts culture with numerous museums and art galleries, and a rich variety of musical and theatrical performing arts. The Whatcom Museum (a Smithsonian affiliate) houses contemporary art and historic exhibits, and is one of the state’s largest museums outside of Seattle. The Mount Baker Theatre hosts more than 100 live performances each year. The City’s rich historic heritage has been preserved, and historic districts now house specialty shops, bookstores, and fine dining.



The City has a wide variety of desirable neighborhoods and housing styles, from regal Victorians to waterfront hideaways, country farmhouses, condominiums and thoughtfully planned new developments. Education is a top priority in Bellingham and Whatcom County.

Citizens support excellence in education, including nationally lauded K-12 schools, highly regarded private schools, a community college, a technical college, and Western Washington University, which is highly ranked among public regional universities in the West.

THE CITY

The City of Bellingham has a non-partisan Mayor-Council form of government. Of seven Council positions, six are elected by ward and serve four-year terms, and one at-large position serves a two-year term. The City has \$667 million in planned expenditures for the 2021/2022 biennium and nearly 900 employees, many of whom are represented by nine collective bargaining units and a civil service system. Additional information about the City is available by visiting: www.cob.org

THE DEPARTMENT

The Police Department consists of 188.4 FTEs and operates on a departmental budget of \$70.4 million for the 2021-2022 biennium. The department is currently accredited by WASPC and is comprised of 2 Divisions, each commanded by a Deputy Chief. One division includes Uniformed Patrol, Special Operations, Outreach, Investigations and Traffic. The second division includes Administrative Services including the Office of Professional Responsibility, Records, IT, What-Comm Communications Center, Accreditation, and Policy Development.

The Police Department is proudly dedicated to establishing community relationships and providing the services necessary to make Bellingham a safe and enjoyable place to live, work, and play. The department enjoys a supportive, collaborative relationship with city council members and other city departments. The leadership team is progressive, with the executive team comprised of the department’s Chief, Deputy Chiefs, Lieutenants, What-Comm Dispatch Deputy Director, Records Manager, Legal Advisor and Administrative Coordinator.

The department includes 122 commissioned officers and 66.4 civilian personnel. Having adopted a community-oriented policing philosophy, in conjunction with high standards of selection, education and training, the department is dedicated to providing the highest level of law enforcement services to the community. The Bellingham Police Department works closely with Western Washington University, Whatcom County Sheriff's Office, Federal Law Enforcement Agencies, The Opportunity Council's Homeless Project, The Boys and Girls Club, Northwest Youth Services, Domestic Violence and Sexual Assault Services, and other key community stakeholders.

In 2020 the department responded to 73,064 calls for service. While calls for service are typically handled by the Uniformed Patrol Division, supporting units include K9, Crime Scene Investigations, Major Crime Investigations, Special Victims Unit, Behavioral Health Officers, Outreach, Bicycle Patrol, Traffic, Parking Enforcement, Intelligence/Crime Analysis, SWAT, and Hazardous Devices Unit.

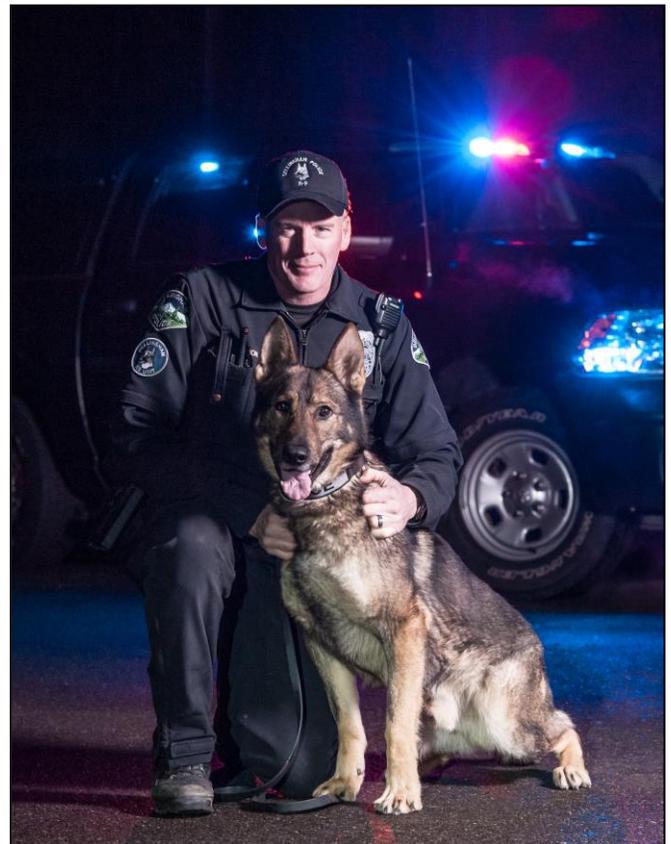
The What-Comm Communications Center is the primary answering point for all 911 calls placed in Whatcom County. The What-Comm Communications Center also dispatches law enforcement calls for service to the Bellingham Police Department, Whatcom County Sheriff's Office, Ferndale Police Department, Everson/ Nooksack Police Department, Lynden Police Department, Sumas Police Department, Blaine Police Department Nooksack Tribal Police, and Lummi Nation Police. Calls requiring response from other agencies, such as the Washington State Patrol, Western Washington University Police, Coast Guard, or other police departments outside of Whatcom County are transferred appropriately. Fire and medical related calls are transferred to Prospect Communications Center managed by the Bellingham Fire Department.

In 2020, What-Comm Communications Center dispatchers processed more than 137,158 911 calls. As the city's population increases every year, so do the number of calls for service. In addition to emergent police-related calls, What-Comm handles after-hours animal related calls for the Whatcom Humane Society. What-Comm also handles other emergent notifications to agencies such as PSE (Puget Sound Energy) and telephone companies.

THE POSITION

Reporting directly to the Mayor, the Police Chief actively provides leadership, direction, and general administrative oversight to the Police Department and employees responsible for police protection and law enforcement services within the jurisdictional boundaries of Bellingham, for the operation of the County-wide public safety emergency dispatch center, and for cooperative relationships and initiatives with regional law enforcement agencies. This positions work involves significant community engagement and public involvement with elected officials, law enforcement agencies and institutions, residents, neighborhood groups, and other governmental entities. As a member of the City's senior management team, the Police Chief collaborates with the Executive Department, City Council, and other City departments on strategy and policy to ensure that the City's mission and core values are incorporated into operational activities and services.

For a full job description and to view the required necessary knowledge, skills, and abilities required of the Police Chief, please view the attachment found [here](#).



OPPORTUNITIES & CHALLENGES

Proactive Community Engagement

Enhance trust between the Department and the community. Engage with community stakeholders to develop a shared vision and goals for public health and safety. Promote transparency and accountability and work collaboratively with the community to solve problems. The Police Chief must be open-minded and ready to engage in dialogue that challenges conventional wisdom and embraces new approaches to public safety.

Non-Enforcement Response

Support development of a non-enforcement response program for individuals experiencing crisis and expansion of the behavioral health officer program as alternatives to traditional policing.

Employee Relations

Develop positive, productive relationships within the Department through open and responsive management and foster a strong internal culture of compassion, integrity, professionalism, accountability, self-examination, and continuous improvement. Cultivate respect and appreciation for diversity. Provide for professional development that enhances employee success and supports positive employee morale. Seek new and innovative ways to recruit and retain a diverse, highly qualified and engaged workforce that is committed to community policing.



Housing and Human Services

The Police Chief will be expected to be a creative problem solver, bringing fresh ideas and a progressive approach to issues such as houselessness, mental health and substance abuse while working collaboratively with fellow Executive Team Members, surrounding jurisdictions, social service providers and others on these issues.

Equity

Advance a racial equity framework; examine and improve the Department's internal policies, practices, and systems and provide appropriate training to eradicate structural and institutional racism. Collaborate on City and community-led initiatives to increase equity and access to services.

IDEAL CANDIDATE

Education and Experience:

This position requires seven (7) years of progressively responsible law enforcement experience as a commissioned officer, including five (5) years in senior law enforcement management. Local government law enforcement experience is highly desirable. Candidates must possess a bachelor's degree in law enforcement, criminal justice, or a related field. Advanced law enforcement training (e.g. FBI National Academy, Executive Command College, or other advanced/executive training) is desirable.

In place of the above requirements, any combination of relevant education and experience which clearly demonstrates the knowledge, skill and ability to perform the essential functions of the job will be considered.

State law requires U.S. citizenship or lawful permanent resident, law enforcement basic certification or equivalency from Washington State Criminal Justice Training Commission and a thorough police background check that includes a polygraph and psychological evaluation.

The ideal candidate will be a forward-thinking and strategic leader with a reputation for being honest, inclusive and adaptable. The Chief must be capable of operating with independence and initiative, making difficult decisions with confidence under stressful conditions. A commitment to transparency and developing a progressive policing vision for the department is a must. This will require the next Police Chief to continually consider varying perspectives and display a high level of emotional intelligence and cultural sensitivity. The selected candidate will have a proven ability to be an open-minded and involved leader who will work effectively and collaboratively with the community, City leadership and stakeholders, both internal and external. This is a position of public trust; personal integrity and ethics must be beyond reproach.

COMPENSATION & BENEFITS

- **Salary: \$166,092**
- Medical Benefits
- Flexible Spending Accounts
- Life and AD&D Insurance
- Long Term Disability Insurance
- LEOFF Retirement
- 401(a) Plan (Up to 3% Match)
- Deferred Compensation Savings Plan
- Professional Development
- 11 Paid Holidays
- 15 Days Sick Leave at Hire, Accrue 8 Hours per Month
- 20 Hours Vacation per Month
- To view details about benefits provided, please view the attachment found [here](#).

For more information, please visit:

www.cob.org



The City of Bellingham is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 11, 2021** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "**Open Recruitments**", select "**City of Bellingham, WA – Police Chief**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. Photos Credits: Connie Petty – Page 1 Lower Banner Photo; Courtesy City of Bellingham – Page 1 Top Right Photo.

PROTHMAN

www.prothman.com

371 NE Gilman Blvd., Suite 310
Issaquah, WA 98027
206.368.0050