

## **City of Salem, OR**

### **Chief of Police**

The City of Salem, Oregon offers an exciting and unique career opportunity to police executives who are interested in leading a police department that is known for its strong community relationships. The next Chief of Police will lead a highly ethical and trusted Agency as it begins work in a new police headquarters.

The Police Department includes the Chief's Office and four major divisions: Patrol, Support, Investigations, and Communications. The Salem Police Department is staffed with 247 employees, including 190 sworn officers, and is funded with an annual budget of \$50 million. Assisting the Chief are three Deputy Chiefs who oversee the Patrol, Investigations, and Support Divisions.

Any equivalent combination of experience, education and training which provides the required knowledge, skills, and abilities is considered qualifying. The following is a typical way to qualify: A Bachelor's degree from an accredited college or university, preferably in Criminal Justice, Social Sciences, Public Administration, Business Administration, or a related field; and, at least ten years of full-time commissioned law enforcement work experience, including at least four years of executive or command-level management experience in a law enforcement agency. A Master's degree is preferred, as is executive leadership training experience such as the FBI National Academy, the School of Police Staff and Command, the Police Executive Leadership Institute, or the Senior Management Institute for Police. Experience gained from municipal policing is highly desired.

The salary range for the Chief of Police position is \$159,095 – \$205,030, depending upon qualifications. The City of Salem offers an excellent benefits package including Oregon Public Employees Retirement System (PERS).

Interested candidates should apply **by September 7, 2020** by sending a compelling cover letter and a comprehensive resume to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Confidential inquiries are welcomed to Chief Greg Nelson (ret.) at (916) 630-4900. Detailed brochure available at [www.ralphandersen.com](http://www.ralphandersen.com).