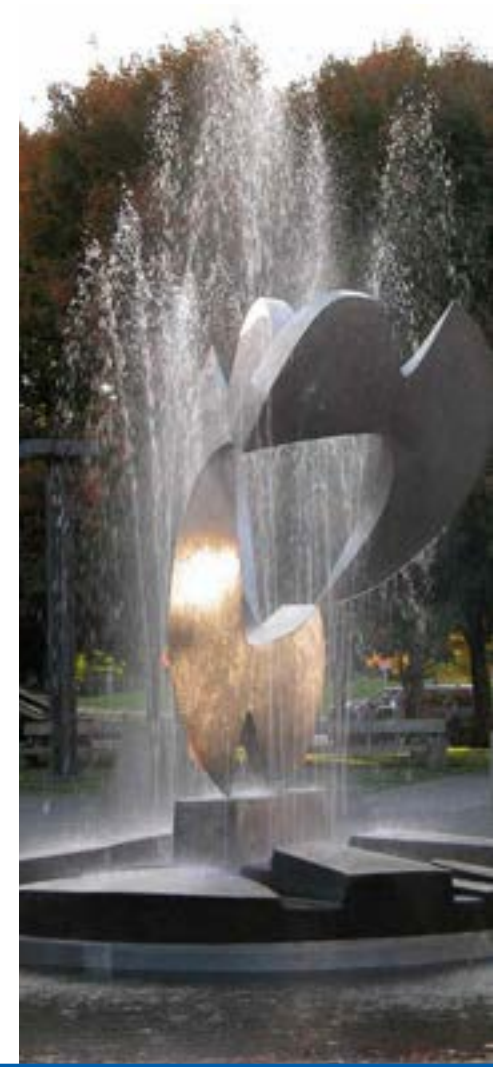


An aerial photograph of Salem, Oregon, showing a dense urban area with numerous buildings, streets, and green spaces. The city is surrounded by a vast expanse of green fields and trees, with mountains visible in the distance under a clear blue sky. A dark blue semi-transparent box is overlaid on the top center of the image, containing the text "The City of SALEM, OREGON".

The City of
SALEM, OREGON

Chief of Police

Recruitment Services Provided by Ralph Andersen & Associates



Welcome to
Salem, Oregon

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.

What People are Saying



LIVABILITY.COM

Salem is one of the 2019 Top 100 Best Places to Live.

FORBES MAGAZINE

Salem was in the Top 100 on the 2019 The Best Places For Business And Careers.

BESTPLACES.NET

Salem is rated Top 20 in the Best Cities for Teleworking for small metro areas.

PORTLAND BUSINESS JOURNAL

Three Salem-Keizer High Schools Ranked Top 50 in Oregon.

The City of Salem

Salem is Oregon's capital city, located in the mid-Willamette Valley. Salem covers over 49 square miles, and has a population of 162,060, with a current growth rate of approximately 1.8% per year. The Salem/Keizer metropolitan area has a population of approximately 400,523.

Salem is the employment and retail center for surrounding communities in Marion and Polk Counties. Large employers include state and county government, Salem Hospital, Willamette University, and Salem-Keizer School District. Major industries include value-added agriculture, food processing, high-tech manufacturing, and light manufacturing.

Salem provides a great environment for families, with affordable housing, an excellent transportation system, health care services, and an award-winning K-12 school system. Over 13 public or private universities and colleges are located within a 70-mile radius, providing opportunities for both undergraduate and graduate degrees. Salem has easy access to the Oregon coast, Oregon Cascades, and the Portland metropolitan area.

Salem offers unique historical attractions and cultural arts, including nonprofit theater, music, dance, literature, art associations, historical museums, and art galleries. Outdoor enthusiasts enjoy the City's more than 2,100 acres of parkland, including 1,300 acres of recently connected parkland spanning both sides of the Willamette River via the historic Union Street Railroad Bridge and Peter Courtney Minto Island Bridge.

For more information about the City of Salem, you can visit www.cityofsalem.net.

City Government

The Salem Charter establishes a council/manager form of government. The Charter establishes a ward system for its City Council, with a mayor that is elected at-large. The Mayor and Councilors are unpaid volunteers. The City Manager is the administrative head of the City and is responsible for managing City operations.

Salem has a dynamic and progressive city government, dedicated to exceptional service and teamwork. Salem has eight department directors, reporting to the City Manager. Departments are Legal, Community Development, Human Resources, Information Technology, Fire, Police, Public Works, and Urban Development. All department directors are appointed by, and serve at the pleasure of, the City Manager.

The City Council is presently engaged in a strategic planning effort and has identified growth and development as a key initiative. To further this priority, the City's budget committee added funding to the FY 17-18 budget to begin the process of updating a Comprehensive Plan for the City.

For the 2020-2021 fiscal year, the total City budget is \$667.5 million; the general fund budget is \$145.9 million. The City has 1,207 employees and four collective bargaining groups. The city also has an active Urban Renewal Agency, and a Housing Authority.





The Salem Police Department

The City of Salem Police Department has a tradition of excellence and success with a reputation to match. Maintaining this tradition is a goal of everyone in the Department, along with the primary objective of establishing an urban society free from crime and disorder while upholding the values of the law in a fair and impartial manner.

The Police Department includes the Chief's Office and three major divisions: Patrol, Support, and Investigations. 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.

The Salem Police Department carries out its work through strong collaborations with various community and state organizations, including the Oregon State Police, the Polk County Sheriff's Office, the Marion County Sheriff's Office, the Oregon Attorney General, and the County Prosecutors. These collaborations not only address law enforcement, but also crime prevention and education services, emergency communication services, and a coordinated disaster planning service.



Challenges and Opportunities

The next Chief of Police for the Salem Police Department will have a number of identified challenges and opportunities to address:

- Like most all police departments in the United States, the Salem Police Department must critically review its policies, procedures, and practices through the lens of equity, accountability, and transparency to ensure that it continues to earn the trust and legitimacy from the Salem community.
- While recruitment and retention are issues in all police departments, the Salem Police Department does well in retention. Recruitment, however, remains a challenge and particularly in attaining the City's goal to increase diversity recruitment.
- Property tax revenues are lower in Salem relative to other communities. Along with that aspect, Salem's status as the state capitol of Oregon and county seat of Marion County provides a strong source of stability in the community, but also a large amount of real estate that is not subject to property taxes. The Police Department's budget, accordingly, has constraints and the next Chief of Police will need to continually manage resource expectations.
- The citizens of Salem supported a tax measure that funded the construction of a new police headquarters. The facility was designed to serve the agency's ongoing growth over the next 50 years and the next Chief of Police will have the exciting opportunity to usher in not just a new leadership era, but also a new era in the newly built environment for the Salem Police Department.
- Support for the Salem Police Department is high, including the very well organized and active Salem Police Foundation. As a charitable organization, the Salem Police Foundation has provided immense support for the Agency and has significantly helped overcome many of the structural budget constraints. The new Chief of Police will have an opportunity to continue this strong and effective partnership.
- The next Chief of Police will have opportunities to enhance technologies and methodologies within the Agency to gain both efficiency and effectiveness for the Department.

The Ideal Candidate

In addition to being ethical, well-qualified, and experienced, the next Chief of Police must possess certain traits that will be essential for success:

- The ideal candidate will be humble, inclusive, and always willing to listen and consider the viewpoints of others. Salem residents are accustomed to a kind and compassionate leader as their Chief of Police, which has helped engender a very strong relationship between the Police Department and the community.
- Related to humility, the Chief must work to remain an accessible leader that is visible to the Police Department members and to the larger community as well.
- A successful chief must be able to well-balance service to the agency, the community and city hall; the new Chief will have the opportunity to help grow the next generation of leaders in the Agency through delegating some of these responsibilities.
- The next Chief of Police will have the good opportunity to lead a highly ethical department, but that also means that the next Chief of Police will have the ultimate expectations for honesty, integrity, and character.
- The Chief of Police in Salem is expected to be a strong and engaged contributor to a number of community organizations. These effective relationships have served Salem well and are one ingredient of the strong community support for the Salem Police Department. The Chief will be expected to lead the Department in maintaining existing relations while engaging with new organizations and stakeholders.
- The City of Salem desires a Chief of Police that will pay homage to the past but create and cast a shared vision for the future. This shared vision must be developed inclusively with Salem communities through open dialogue regarding current issues locally and on a national scale.

Qualifications

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:

Education: Bachelor's degree from an accredited college or university, preferably in Criminal Justice, Social Sciences, Public Administration, Business Administration, or a related field.

Experience: 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.





Compensation and Benefits

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 the following major areas:

Retirement: Oregon Public Employees Retirement System (PERS), provided the employee is a current member of PERS or Oregon Public Service Retirement Plan (OPSRP) for new members to the state retirement system after six months of employment. The city pays the 6% contribution to the employee's retirement plan.

Deferred Compensation: The City of Salem contributes 5% of base salary toward deferred compensation.

Insurance: The City provides excellent insurance plans for employees and their immediate families, including health, dental, life, short- and long-term disability, and vision coverage. Employees contribute approximately 5% toward the cost of insurance premiums.

Leave: Generous vacation, administrative, and sick leave as well as 11 annual holidays.

Relocation Expenses: Reasonable moving expenses will be negotiated with the selected candidate.

The City of Salem offers a wide array of additional benefits. Please visit <https://www.ralphandersen.com/jobs/chief-of-police-salem-or/> for a comprehensive summary of executive benefits.

Recruitment Process

All interested candidates should apply by September 7, 2020 by submitting a compelling cover letter and comprehensive resume to apply@ralphandersen.com. Confidential inquiries are welcomed to Chief Greg Nelson (ret.) at (916) 630-4900. Prior to interviews, candidates will be required to sign a release form to authorize verifications to be conducted including employment history, degrees obtained, and other certifications.



The City of Salem is an Equal Opportunity Employer.



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SALEM, OREGON

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