



CITY OF BEND



CHIEF OF POLICE

\$124,411 - \$161,564





ABOUT BEND

Bend, with a population of more than 90,000, is the largest city in Central Oregon. Nestled between the eastern edge of the Cascade Range and the Deschutes River, this High Desert community offers a tremendous quality of life with majestic views at every turn. With over 2.5 million acres of public land and open space, the area offers something for everyone.

Known as the “Outdoor Playground of the West,” Bend boasts a multitude of year-round recreational activities. The Deschutes River runs through the city and Mount Bachelor ski resort is 22 miles west of Bend. Residents and visitors of Bend enjoy numerous outdoor activities including skiing, rafting, camping, hiking, boating, fishing, golfing, and biking. Additional attractions include more than a dozen golf courses, microbreweries, award-winning dining, a rich cultural landscape and boutique shopping.

Bend is a thriving and growing City with a highly engaged and active community.

THE DEPARTMENT

The Bend Police Department has a \$31 million budget with 141 employees, most of whom belong to the Bend Police Association.

The City of Bend Police Department meets the highest standards for excellence in law enforcement. It provides exemplary, year-round, 24-hour service to its citizens and adheres to the highest standards of ethical behavior. The department is comprised of Police Officers, Community Service Officers and civilian personnel totaling 141 FTEs, as well as cadet, reserve and volunteer programs.

The department has been proactive in the community, managing programs to combat juvenile delinquency and criminal victimization, empowering people through the Community Academy and Community Enhancement Program. In 2019, Bend Police responded to 98,121 calls for service.

The department’s primary objective is to provide a safe community environment and the highest level of services possible. The organization is committed to safe-guarding the quality of life that makes Bend a great place to live, work and play.

The department takes care of its Officers, so the Officers can take care of the Community. In addition to actively promoting continued education, the department offers a gym, yoga and mindfulness training as an innovative way to address Officer wellness.

GOVERNANCE

The City of Bend was incorporated in 1905. Organized under a Council/City Manager form of government, the City is served by a seven-member City Council, which includes an elected mayor. A fulltime City Manager administers the affairs of the City for the City Council. The Chief of Police reports directly to the City Manager.

Vision

We are progressive, innovative, community-based, and acknowledge our most valued asset is the men and women who work at the Bend Police Department.

Mission

To Protect and Serve

Teamwork: We will work together, demonstrating collaboration through mutual reliability and cooperation with the community and with our team members. We will be open and flexible to accomplish our goals.

Integrity: We will demonstrate an uncompromising allegiance to the core values of honesty, respect for others, loyalty, consistency, accountability and sincerity both personally and professionally.

Excellence: We will deliver a superior level of commitment, responsiveness, performance and fairness in the services we provide to all, with the attitude that everything is worth our best effort.



OPPORTUNITIES FACING THE NEW CHIEF

Honoring the Past: The Bend Police Department has a legacy of honor and purpose; the incoming Chief of Police will contribute to that legacy by being a positive, innovative, and encouraging leader with a decisive and supportive management style. It will be important for the next Chief of Police to be actively involved with department members and associations, serving as a mentor, challenging members to stretch their capabilities, and empowering staff to achieve the highest level of success.

Serving the Present: The next Chief of Police will maintain the department's reputation as a preeminent Police Department within both the region and the state and will continue to nurture vital relationships with other law enforcement and community agencies to tackle ever-changing community priorities and needs. Leading by example, holding staff accountable, and recognizing exceptional performance are highly desired characteristics that the next Chief of Police should possess. Relationship building and maintenance will be a vital key to success.

Shaping the Future: The next Chief of Police should come prepared to foster a culture of innovation requiring open and transparent communication. Communicating long-term vision to all personnel in the creation and achievement of the vision will be significant in maintaining positive morale. The successful candidate must be a genuine communicator; demonstrating political acumen, sensitivity, and an inspirational demeanor to lead the organization forward in exploring new ideas and programs for the Bend community.

BUILDING ON OUR PAST. SERVING THE PRESENT. SHAPING BEND'S FUTURE.

THE IDEAL CANDIDATE

The ideal candidate for the Chief of Police will be a successful leader from a progressive, well-performing organization and will be an expert in all aspects of police service. The department is seeking a chief with strong leadership and communication skills who can enhance an already solid and healthy organization. They will be a highly ethical, principled and accountable law enforcement professional.

The Chief of Police will stay current in regional and national policing principles and will have the ability to think strategically about future policing in a growing and changing community. They will take a proactive approach to police policies and operations and will have competence in information-based decision making to support recommendations and actions. The new Chief of Police is expected to become knowledgeable about police-related legislative issues, labor relations laws and practices affecting law enforcement. Sound budgetary experience with skills to set priorities in the use of limited resources is essential.

The next Chief of Police should come prepared to foster a culture of innovation requiring open and transparent communication. To be successful, the Chief of Police will exhibit outstanding communication skills; open and receptive to create and sustain an environment of mutual respect, trust, and follow-through. The successful candidate will be a genuine communicator; demonstrating political acumen, sensitivity, and an inspirational demeanor to lead the organization forward through action and example.

The City desires a strong leader who values and serves with integrity and operates with a high level of personal and departmental accountability, garnering the respect of staff as well as that of the public. Competitive candidates will have enjoyed strong internal and external relationships throughout their careers, and have demonstrated a proactive approach to creating mutually beneficial partnerships in the community, police profession, and with labor unions. It is important for the next Chief of Police to embrace a culture of collaboration, teamwork, and inclusivity throughout the organization and external stakeholders.



QUALIFICATIONS

A bachelor's degree in public administration, business, administration of justice or related field, and seven years of progressively responsible management experience in law enforcement, both in the field and administration, are required; a master's degree in a related field is preferred.

Must be able to meet Oregon Department of Public Safety Standards Training (DPSST) medical standards and possess, or be able to obtain within two years of appointment, an Executive or Management Certification from DPSST.



COMPENSATION AND BENEFITS

The pay range for this position is **\$124,411 - \$161,564**. Benefits include:

- Medical, vision and dental insurance
- City-funded HRA account for medical expenses
- VEBA Program
- Telemedicine Hotline
- City-paid Life insurance
- Long-term disability insurance
- 11 Paid holidays
- 15 Vacation days per year
- 12 Days sick leave per year
- Performance leave program
- Optional 457 deferred compensation program
- Optional Flexible Savings Account
- Optional Dependent Care Savings Account
- Optional additional Life and Accident insurance
- Optional AFLAC emergency/disability insurance
- Optional Air-Ambulance insurance

The City of Bend participates in the PERS Retirement System. Employees become PERS members after working six full calendar months in a qualifying position requiring at least 600 hours worked per 12-month period. Contributions on the employee's behalf begin following completion of the six-month waiting period. The City makes "employer" contribution based on the employee's Tier I, II or OPSRP member status. The City also makes the "employee" member contribution of 6% of salary. For complete PERS program details, visit the website www.oregon.gov/pers.

RECRUITMENT PROCESS

All interested candidates should apply immediately to www.bendoregon.gov/jobs. This position is considered open until filled; prospective applicants are encouraged to apply early for expedited consideration. Finalists will undergo a competitive examination process, including a public event. References will not be contacted until mutual interest has been established. An offer, contingent on detailed background investigation, will follow. Ideally, the new Chief of Police will join the Department by **July 1st, 2020**.

The City of Bend is committed to fostering, cultivating and preserving a culture of diversity and inclusion. At the City of Bend, we don't just accept differences; we value them. We are proud to be an Equal Opportunity Employer and support the Americans with Disabilities Amendments Act (ADAAA) and Oregon Pay Equity Act.

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