

*Redmond*  
**POLICE** CHIEF  
SINCE 1910

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CITY OF  
**REDMOND**  
OREGON



## the hub of central oregon

Redmond, with a population of approximately 25,000, sits at the western edge of Oregon's High Desert in Deschutes County, just four miles from the Deschutes River, thirty minutes from the Cascade Mountains and within minutes of several lakes. This high desert community rests on a flat plateau at an elevation of 3,077 feet above sea level. The climate is semi-arid, with average annual precipitation of only 8.64 inches. Redmond enjoys a high percentage of sunny days throughout the year. The area has four distinct seasons, each bringing refreshingly different weather.

The natural beauty that surrounds Redmond is unique in Central Oregon, from the beautiful stand of Western Juniper to the various recreational activities, including camping, fishing,

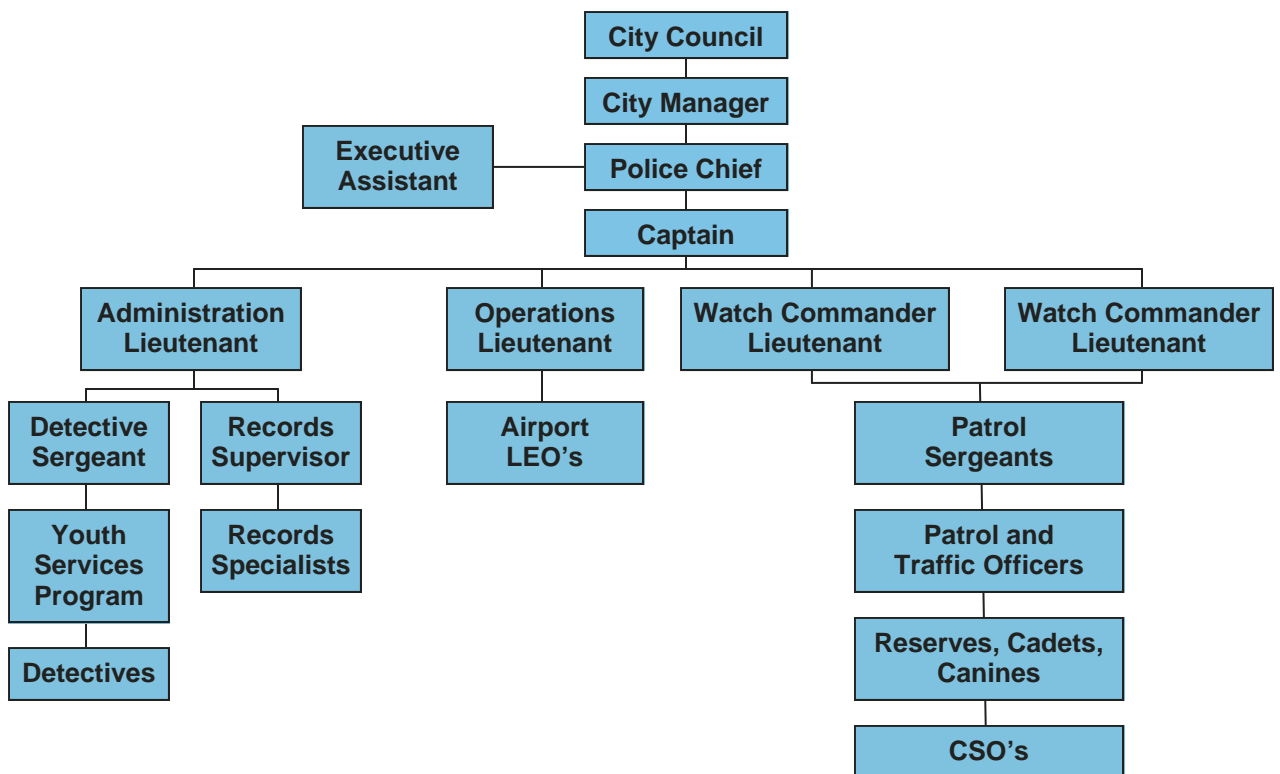
world class rock climbing at Smith Rock State Park, golfing, hiking and all types of winter snow sports.

A growing number of business firms are discovering Redmond as the hub of Central Oregon with a centralized location, a regional airport, a skilled workforce and a diverse business climate.

Redmond Municipal Airport, Roberts Field, is the fourth largest air carrier airport in the state of Oregon and is considered the air carrier and commercial aviation hub to Central Oregon. The largest city served by the Redmond Airport is the city of Bend with a population of approximately 82,000. The airport is served by Allegiant Air, Delta Airlines, Horizon Air, United Express, FedEx and UPS. In 2010, approximately 237,000 people were enplaned. The terminal has just recently completed an expansion project that added 116,000 sq. ft. to the building.

## the organization

The City of Redmond operates under the Council-City Manager form of government. Policy is established by a City Council consisting of a mayor and six council members. The Council also adopts the city budget, approves appropriations and contracts in the City's name, levies taxes and grants franchises. The six council members are elected for four-year overlapping terms, and the Mayor is elected to a two-year term. The Mayor and Council are assisted in their duties by a broad range of citizen advisory groups, including Commissions (Airport, Art in Public Places, Historical, Parks and Urban Area Planning) and Committees (Budget, Downtown Urban Renewal District, and Standards and Specifications). The following is a current organization chart for the Redmond Police Department:





## requesting and submitting an application packet

If you meet the qualifications and believe that you possess the ideal candidate profile, please request an application packet via email only at [deanne.wakefield@ci.redmond.or.us](mailto:deanne.wakefield@ci.redmond.or.us).

To be considered, submit complete application packet to the following address:

Police Chief Recruitment  
City of Redmond  
716 SW Evergreen Ave  
Redmond OR 97756

Application packets must be received by Friday, April 1, 2011 at 5pm PST.

No email submissions accepted.

For questions, please email [deanne.wakefield@ci.redmond.or.us](mailto:deanne.wakefield@ci.redmond.or.us)

## education and experience

It is expected that candidates for this position will have a broad knowledge of modern law enforcement principles, procedures, techniques and equipment; considerable knowledge of applicable laws, ordinances and department rules and regulations. A bachelor's degree, with major course work in Business or Public Administration, or Law Enforcement, is required; a master's degree is preferred. Experience will include at least eight years of increasingly responsible law enforcement, including at least three years of responsible managerial experience as a Deputy Chief, Captain or equivalent position.

The Police Chief's position is currently being filled on an interim basis.

## compensation

Starting salary will be \$84,468 - 103,824. Actual pay will be negotiated based upon the unique qualifications and experience of the selected individual.

The City of Redmond provides an excellent array of benefits including:

- State of Oregon PERS retirement
- Medical, dental, and vision health benefits
- Life and accidental death insurance
- Long-term disability insurance
- Vacation
- Sick leave
- Holidays
- Administrative Leave
- Chief's car
- Deferred comp plan options and Flexible Spending accounts

## selection process

The recruitment process will consist of an evaluation of each applicant's qualifications as demonstrated in a professional resume, cover letter, and application materials. Only the most qualified candidates passing the supplemental evaluation will be invited to participate in a preliminary interview (which may take place by video or phone) during the week of April 18, 2011. Candidates deemed most qualified based on the criteria and preliminary interview will be invited to Redmond for an oral interview process during the week of May 9, 2011. As part of the final selection process, a background investigation will be conducted.

# redmond is a **dynamic** **and creative** city

## the department

The Redmond Police Department is a police agency deeply vested in the Community Oriented Policing Philosophy, which moves away from the traditional policing model to root problem solution oriented policing. In addition, the department has achieved Law Enforcement Accreditation, a comprehensive review process which compares our policies and procedures to accepted industry standards. Redmond Police Department became the first police agency in Oregon, east of the Cascades, to achieve this prestigious honor. The department has adopted and fully embraces departmental Vision and Values that has elevated this agency to statewide recognition for excellence.

## the position

The Police Chief is an "at-will" department director appointed by the City Manager. Under the general administrative direction of the City Manager, the Chief oversees the daily operations of the Police Department, coordinates assigned activities with other departments and outside agencies, supports and participates as a member of a cohesive department head and provides highly responsible and complex administrative support to the City Manager.



## ideal candidate

The ideal candidate will have:

- A Bachelor's degree, with major coursework in Business Administration, Law Enforcement or Public Administration. A Master's degree is preferred.
- Have a minimum of eight years of increasingly responsible law enforcement experience including at least three years of responsible managerial experience as a Deputy Chief, Captain or equivalent position.
- Completion of the Administrative level law enforcement training academy or equivalent.
- Thorough knowledge of modern law enforcement principles, procedures, techniques and equipment; considerable knowledge of applicable laws, ordinances and department rules and regulations.
- Applicable experience in departmental budget preparation and administration.
- Have excellent communication skills, both verbal and written.
- Be active and visible in the community, proactively describing the City's and department's vision.
- Be a highly energetic, enthusiastic and comfortable with leading in a fast-paced, high volume environment.
- Have leadership skills that set clear expectations while holding subordinates accountable.
- Have the ability to have a consensus building approach but will also be decisive whenever necessary.
- Be an effective mentor and further develop a dedicated and talented staff.



**redmond. live. work. play.**