



POLICE CHIEF

CITY OF UMATILLA, OR



Why Apply?

This is a unique opportunity to be part of the leadership team to lead a small Eastern Oregon city through exponential growth in the coming years. City leaders are committed to keeping Umatilla's small-town values and charm while the city continues to grow. The City government works as a team across all levels, including department directors, City Manager, and City Council. The City's overall budget has grown 10-fold in the past 9 years and has very healthy reserves. The Police Department has strong support from the community. This is an excellent opportunity to bring fresh ideas, creative thinking, proven experience, and advocacy skills to maintain service levels and meet the challenges of a growing city.





WELCOME TO UMATILLA

Located 3 hours east of Portland, Umatilla is a growing city of 7,630 situated along the banks of the Columbia River and the confluence of the Umatilla/Columbia Rivers. Umatilla is known for offering scenic beauty, easy access to outdoor recreation, and a quieter lifestyle within reach of bigger cities.

Surrounded by rolling hills and the beauty of two rivers, the city's development has been influenced by the abundant waterways and the natural expanse of eastern Oregon. Agriculture is one of the top job-creating industries and Two-Rivers Correctional Institute is the city's largest employer. The city is also home to several large data centers, the Port of Umatilla's Industrial Park, and houses several other federal government departments.

Umatilla is conveniently positioned near major highways, providing easy access to other parts of Oregon and Washington. As a result, Umatilla's population has doubled over the last 30 years. Today, the resident population is bolstered by a growing Latino community (44% according to 2022 U.S. Census estimates).

The City continues to make significant investments into business development, especially in revitalization of the downtown; as well as increased efforts to grow tourism with improved and larger events and through utilization of the Columbia and Umatilla Rivers. The Umatilla Together Vision and Umatilla Together Framework Plan developed in 2017 sets the stage for renovation of the downtown area over the next 20 years.

Just outside of town lies the Umatilla National Wildlife Refuge and McNary Wildlife Nature Area, popular for scenic hiking trails, wildlife viewing, and fishing. The Tri-Cities airport in Pasco, WA serves the region with commercial flights just 30 miles away.





THE CITY OF UMATILLA

Incorporated in 1864, the City of Umatilla operates under the Council/Manager form of government with a total budget of \$120 million and a team of 68 FTEs. The six-member City Council is elected at large to staggered four-year terms. The Mayor is also elected to a four-year term but does not vote except in the event of a tie. Departments include Administration, Police, Finance and Administrative Services, Community Development, Parks and Recreation, and Public Works.



THE POLICE DEPARTMENT

The Umatilla Police Department (UPD) is an accredited organization through the Oregon Accreditation Alliance. The Department operates with an annual budget of \$4.2 million and 17.75 FTEs across a service area of 5.3 miles. Staffing includes a Lieutenant, Investigator, Code Enforcement Officer, Student Resource Officer, Office Administrator, 3 Sergeants, 9 Patrol Officers, and a full-time and a part-time support staff member. Recent calls for service include 9,833 in 2021, and 8,469 in 2022. The City is currently in the process of designing a new Police Station, with the design phase scheduled to be completed in 2024 and construction anticipated to be completed either in late 2026 or early 2027.



VALUES

Members of the Umatilla Police Department value integrity, honesty, teamwork, respect, interagency relationships, dedication to the protections and preservation of life, harmonious relations with the public, commitment to the guidance of our youth and the success and safety of our fellow officers.



THE POLICE CHIEF

Reporting to the City Manager, the Police Chief is responsible for the entire operation of the police department and is held accountable for achieving departmental goals and objectives. The Police Chief plans, directs and supervises all the activities of the department including law enforcement, public safety, community policing and crime prevention.

View job
description
[here](#)

THE IDEAL CANDIDATE

- Is a good listener, friendly, and approachable.
- Leads by example; has honesty, integrity, and a trust-but-verify mindset; and holds staff accountable.
- Is receptive to fresh ideas and new technology.
- Is a team player and collaborates with all City and Department staff.
- Has a track record of community outreach and encourages the same from all Department members.
- Embraces the community policing model and continues the foundation already built.
- Has strong written and verbal communication skills.
- Mentors future leaders and encourages continuing education and training by all staff.
- Has project management experience, especially in capital improvement projects (preferred).

EDUCATION & EXPERIENCE

Five years of progressively responsible experience in law enforcement, preferably supplemented by college level courses in police science or related field, and two years supervisory experience in a law enforcement agency. Or any equivalent combination of experience and training which demonstrates the ability to perform the described duties.

NECESSARY SPECIAL REQUIREMENTS: Possession of Oregon Department of Public Safety Standards and Training (DPSST) management certification or ability to obtain within six months of appointment; ability to obtain DPSST executive certification within 18 months of hire. Possession of or ability to obtain a valid Oregon driver's license and have a safe driving record. Must be a certified police officer in good standing and have the physical ability to perform police officer activities. Bilingual (Spanish) preferred. Must live or be willing to relocate to within a 25-minute drive of the Police Station within 12 months of hire.



OPPORTUNITIES & CHALLENGES

- 1) **Building and Maintaining Relationships** - There is a desire to enhance City, community, and regional law enforcement partnerships. This includes continuing National Night Out events; establishing a Citizens Academy; and more involvement with regional police executive boards, such as dispatch and multi-jurisdictional task forces and emphasis efforts (local, state and federal).
- 2) **Homelessness** - The new Chief will need to continue to cultivate and strengthen our local, regional, and state partnerships in the operations of the City's PATH (Practical Assistance through Transitional Housing) Project. Partnerships may include mental health professionals, veteran's services, and employment services.
- 3) **Growth** - City staff anticipates continued population growth of at least 50% in the next 20 years. The new Chief will work with the City Manager to plan for this growth. Currently, the City has funded the design phase of a new police facility on City-owned land. The next step will be to strategize to identify and garner support for facility funding. Meanwhile, there will be an ongoing need to recruit and hire additional police staff while retaining talented employees and maintaining the excellent culture of teamwork throughout the Department.

RESOURCES

[2023-2025 City Goals & Strategic Plan](#)

[2022-2023 City Budget](#)

[City Budget - Police Department](#)

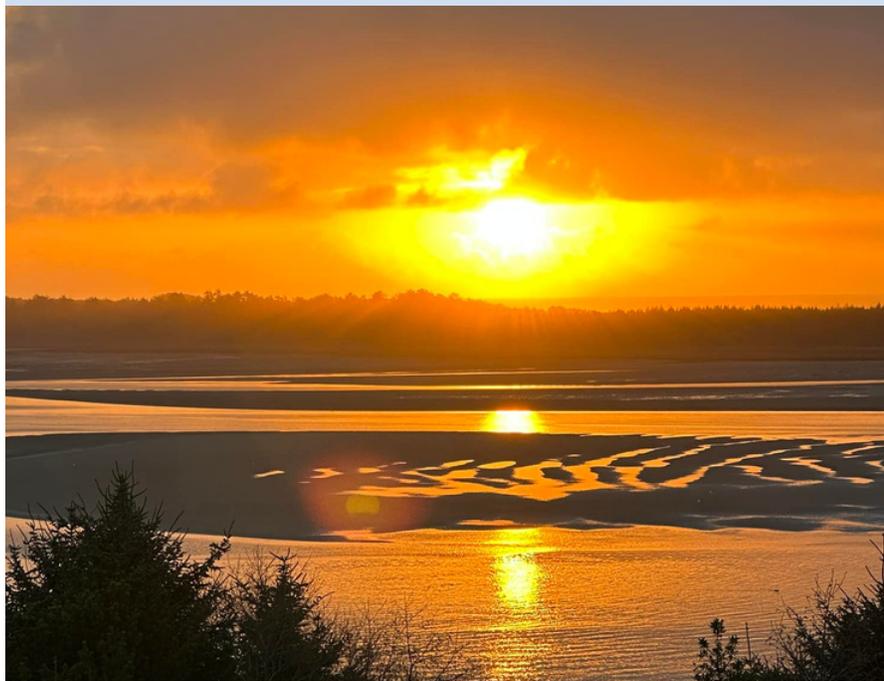
["Umatilla Together" Community Plan](#)

[Umatilla Chamber of Commerce](#)



COMPENSATION & BENEFITS

The City of Umatilla is offering an annual salary range of \$114,996 to \$155,760 for this position, dependent upon experience and qualifications, along with a comprehensive [benefits](#) package.



TO APPLY

Apply Online: gmphr.com

First Review: **October 1, 2023**

More Info: Tim Troxel, GMP Consultants
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