

CITY OF KLAMATH FALLS, OR

INVITES YOUR
INTEREST IN
THE POSITION OF

POLICE CHIEF



THE COMMUNITY

Located in the south central region of Oregon and bordering northern California, Klamath Falls sits on the southern shore of the Upper Klamath Lake, nestled in the Klamath Basin on the eastern slopes of the Cascade Mountains. Klamath Falls enjoys nearly 300 days of sunshine each year. The City of Klamath Falls encompasses 20 square miles and has a population of about 20,000.

Steeped in history, the area offers an outstanding array of natural and cultural wonders. Just sixty miles south of Crater Lake, and seventy miles north of Mount Shasta, south central Oregon is unsurpassed for beauty and diversity of activities. Klamath Falls offers a variety of outdoor recreation such as cross country skiing, golfing, fishing, hunting, and canoeing. It is known for its splendid bird watching and is the home of the highest concentrations of bald eagles in the Pacific Northwest. It also offers a plethora of arts and culture with numerous antique shops and museums along with plays and musicals. Klamath Falls offers unique natural resources such as geothermal heat, which, among many other benefits, allows the municipal Ella Redkey swimming pool to be open year-round.

The City of Klamath Falls is also home of the 173rd Fighter Wing of the Air National Guard; the 2004, 2008, and 2012 National Championship Oregon Institute of Technology Hustlin Owls basketball team; and host of the 2015 Babe Ruth World Series at historic Kiger Stadium.

The City of Klamath Falls' major employers include: Jeld Wen, Collins Products, Air National Guard, Oregon Institute of Technology, and Sky Lakes Medical Center.

THE DEPARTMENT

The Klamath Falls Police Department is comprised of 32 sworn officers, 3 clerical and support personnel, an evidence technician, a network systems specialist, 14 reserve officers, 8 police explorers, and 6 Volunteers in Police Service.

The Department operates with a philosophy of community

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policing coupled with heightened customer service. The Department strives to meet the needs of residents and visitors alike and takes pride in its professionalism. It is the Department's desire to do more than its part to make the City of Klamath Falls and surrounding suburban area a great place to live, raise children, work, and recreate.

The mission of the Klamath Falls Police Department is to consistently contribute to a safe community environment with professional and efficient law enforcement services. Services provided shall promote economic growth and a strong family-oriented community through effective crime investigations and the apprehension of criminal offenders. The Klamath Falls Police Department will operate with fiscal prudence as its available resources are effectively managed.

THE POSITION

The Police Chief is a sworn police officer who receives administrative direction from the City Manager. The Chief is responsible for the organization, leadership, direction, and training of the Police Department. Under the Chief's supervision, the Department will remain in such a state of readiness and efficiency as to assure the safety of the public within the City.

The duties of the Police Chief include, but are not limited to setting objectives for the Department by



developing plans, procedures, programs, and organization; providing for staffing and equipping of the Department; establishing policy and regulation governing administration and discipline of the Department consistent with the City's Employee Handbook, Collective Bargaining Agreements and law enforcement regulations; allocating power and duties of the personnel of the Department, including assignment or promotion of personnel; preparing and presenting the Department's annual budget and administering the budget during the year; keeping the City Manager informed of incidents or developments that may unusually affect public or official relations; providing direction of the Department to assure that the Union contracts are not violated; establishing procedures and reports on departmental accomplishments; providing for constant training of the personnel of the Department to assure the highest level of law enforcement to the City.



THE IDEAL CANDIDATE

The City of Klamath Falls seeks a forward-thinking and visionary individual with strong leadership and management skills to assume the role of the Police Chief. The ideal candidate will be honest, fair, and ethical. The City is seeking individuals with strong oral and written communication skills who will maintain open lines of dialogue with all stakeholders. A successful candidate will be an engaging and approachable manager who will maintain a high level of discipline and support high morale in the Department. An individual who will be committed to community-oriented policing is sought.

The new Police Chief must be a leader with business acumen and passion for the Department. The new Chief should serve as an example to the staff, setting a high standard and encouraging professional growth, development, and training. A strong collaborator who is open, honest, and receptive to feedback will be valued. The ideal candidate will be

proactive on community and internal issues, with the ability to establish relationships within the community and work with outside agencies.

The ideal candidate will work collaboratively with the City Council, City Manager, and all city staff. A candidate is sought who will be committed to being a team player by being open and responsive to other City Departments. It is essential that the incoming Police Chief have the ability to establish and maintain effective working relationships with a variety of individuals; write reports, correspondence, and procedure manuals; speak effectively before groups; and promote teamwork among supervisors.

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A progressive and far-sighted individual is sought who will establish and fulfill the goals and objectives of the Department. The new Chief will inspire the Department to work together to create a more efficient working environment. Candidates who can demonstrate a proven track record of successful decision making and action are desired. The ideal candidate will be able to identify key issues in complex situations, evaluate options, and initiate strategies for resolutions.

Candidates must possess at least ten years of police experience, including at least three years of command experience. In addition, candidates must also possess two years of police management experience or equivalent experience as to provide the necessary knowledge to effectively direct the Police Department. Competitive candidates will possess strong fiscal and budgetary management skills. A Bachelor's degree in Police Science and Administration, or an equivalent field is required; a Master's degree and graduation from the FBI Academy is highly desired.

THE COMPENSATION

The monthly salary range for the Police Chief position \$7,322-\$10,251. The City also provides a benefits package including medical, dental, vision, retirement, vacation, sick time, holiday, and cell phone allowance.

TO APPLY

If you are interested in this outstanding opportunity please visit our website at www.bobmurravassoc.com to apply online.

**Filing Deadline:
December 29, 2014**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of Klamath Falls. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:

(916) 784-9080

