



CITY OF DES MOINES POLICE DEPARTMENT RECRUITMENT ANNOUNCEMENT

ASSISTANT CHIEF OF POLICE



VISION

To be a highly-regarded organization through innovative, progressive and accountable policing practices.

MISSION

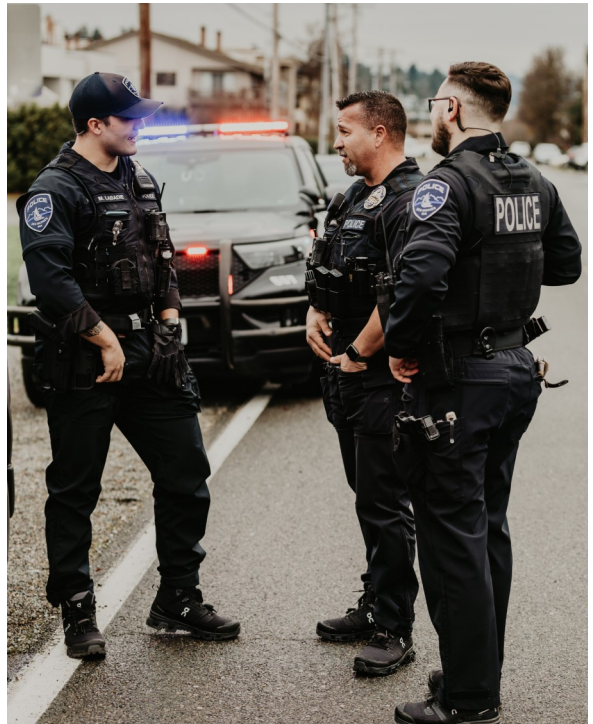
Committed to relentlessly fighting crime with trust and care.

JOIN OUR TEAM

The City of Des Moines, Washington, is actively searching for a visionary Assistant Chief of Police with expertise in modern operational, administrative, and investigative leadership within law enforcement, as well as a deep understanding of 21st-century policing principles.

RECRUITMENT SCHEDULE

Job Opens	April 16, 2024
Applications Due	May 10, 2024
Application Review	May 11—13, 2024
Candidate Interviews	Week of June 3, 2024
Expected Start Date	July 16, 2024



Please visit our [homepage](#) to learn more about our department, including a message from our Chief and our 2024 Goals and Strategies.



Des Moines Police Department
21900 11th Avenue South
Des Moines, WA 98198

How to Apply:
Please apply at <https://desmoineswa.applicantpro.com/jobs/>
Contact Human Resources department for questions.
HR@DesMoinesWA.gov



SCAN ME



CITY OF DES MOINES POLICE DEPARTMENT ASSISTANT CHIEF OF POLICE

ABOUT DES MOINES, WASHINGTON

The City of Des Moines is conveniently located between the cities of Seattle and Tacoma, on the eastern shore of the Puget Sound and is part of a greater metro area with a population of 3.5 million. The city is bordered by (5) other cities to include the larger cities of Kent and Federal Way. City of Des Moines also referred to as "The Waterland City" has a population of 32,408, covers over (6) square miles, and is just a short drive from Sea-Tac International Airport and Interstate 5. The community has (5) miles of shoreline on Puget Sound and (4) public waterfront areas that draw regional tourism. The Des Moines Marina is the only marina located between Seattle and Tacoma. The city is undergoing significant redevelopment projects, including the Marina Re-development plan, downtown revitalization efforts, and the [Marina Steps](#) project. Des Moines is poised for growth and is an ideal place to call home.

CITY GOVERNMENT

The City of Des Moines operates under a Council-Manager form of governance. The City Council is comprised of (7) Council Members including (1) Mayor. The City Council appoints a professional City Manager to oversee the day-to-day operations of the organization. The City has approximately 150 full-time and 30 part-time/seasonal employees.



DEPARTMENT INFORMATION

The Des Moines Police Department provides a wide range of services on behalf of the Des Moines Community including Citizen Outreach, Community Academy, collaboration with schools, managing crime prevention programs and investigating major felony crimes. The Department consists of 50 dedicated professional personnel, who realize that all units must work together to be effective in crime suppression. The core values of the Police Department are based on community orientated policing. Public safety, community involvement, and customer service are priorities of the department. It is an innovative department utilizing advanced technologies, partnering with regional resources to provide the best possible level of service. The largest complement of officers are assigned to the Patrol division. Other divisions and specialized units include Support Services, Investigations, Records, Code Enforcement and Crime Prevention.



DEPARTMENT STRUCTURE

2024 Police Dept. Budget	\$12,133,208
Chief of Police	1
Asst. Chief of Police	2
Sergeants	7
Detectives	7
Corporals	6
Police Officers	16
Support Personnel	11



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CITY OF DES MOINES POLICE DEPARTMENT

ASSISTANT CHIEF OF POLICE

IDEAL CANDIDATE PROFILE

The ideal candidate will possess:

- ◆ A Forward-thinking and Innovative Mindset
- ◆ A Strong Commitment to Diversity and Inclusivity
- ◆ An Understanding of Community-Oriented Policing Techniques
- ◆ In-Depth Knowledge of Operational and Policy-Issues Associated with Medium-Sized Law Enforcement Agencies
- ◆ Ability to Establish and Maintain Community Trust
- ◆ Experience with Building Partnerships with Local Jurisdictions

The successful candidate will be expected to support the Chief of Police's vision of excellence.



NAVIGATING JOB COMPLEXITIES

- ◆ Recruiting and retaining a skilled, community-oriented workforce that is reflective of our diverse community
- ◆ Build upon the departmental culture of community engagement anchored in fostering community trust to build strong community relationship throughout the diverse population
- ◆ Continue to ensure a collaborative and cooperative working relationship with the bargaining group that represents DMPD officers and support staff

POSITION REQUIREMENTS

Bachelor's degree in Police Science, Public Administration, Criminology, or a related field, **AND** Two continuous years of management experience at the rank of Lieutenant/Commander or higher; OR Five years of supervisory experience as a Sergeant with experience leading a specialized unit; OR Any equivalent combination of experience and/or education from which comparable knowledge, skills, and abilities have been achieved. Master's degree in related field, preferred. FBI National Academy, desired.

SPECIAL REQUIREMENTS

Candidates must be currently certified as a law enforcement officer by the Washington State Criminal Justice Training Commission (WSCJTC) or be certified in a law enforcement program for which recognition and certification is, or can be granted, or is accredited by WSCJTC.

Candidates must possess a valid Washington State Driver's License with good driving record.

Successful completion of a pre-employment background and criminal history check.

Because of the known effects of tobacco use, the City of Des Moines does not hire applicants who use tobacco products.



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COMPENSATION & BENEFITS

The City of Des Moines offers a competitive benefits package, including medical coverage, paid leave, retirement options, and employer-paid dental and vision coverage.

- ◆ Generous employee contributions toward medical coverage premiums for the employee and their dependents
- ◆ (4) medical plan options
- ◆ Paid vacation and sick leave with up to 14 paid holidays per year. (Accruals increase with years of service)
- ◆ Additional Executive Leave and an Holiday Leave Bank for Deputy Director-level positions
- ◆ Professional Development
- ◆ Exclusive use of City-owned police vehicle
- ◆ All uniform and equipment are provided by the department, with an additional 1% for non-uniform clothing allowance per year

THE CITY PROVIDES...

- ◆ Employer-paid dental and vision coverage
- ◆ Employer funded health reimbursement account (HRA) or a HRA-VEBA upon enrollment into a City sponsored health plan
- ◆ Basic life insurance policy equal to 1.5X your annual salary (up to a maximum of \$250,000)
- ◆ Long-Term disability plan

2024 Salary Range

\$159,800—\$194,247

**Placement within the range is determined by relevant qualifications*

RETIREMENT

- ◆ The City is a member of the Washington State Department of Retirement Systems (DRS) and this position is covered under the Law Enforcement Officers & Firefighters Retirement System (LEOFF II) plan
- ◆ 401(a) tax deferred account (Social Security replacement plan) and 457 deferred compensation, which includes an employer contribution for both accounts



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