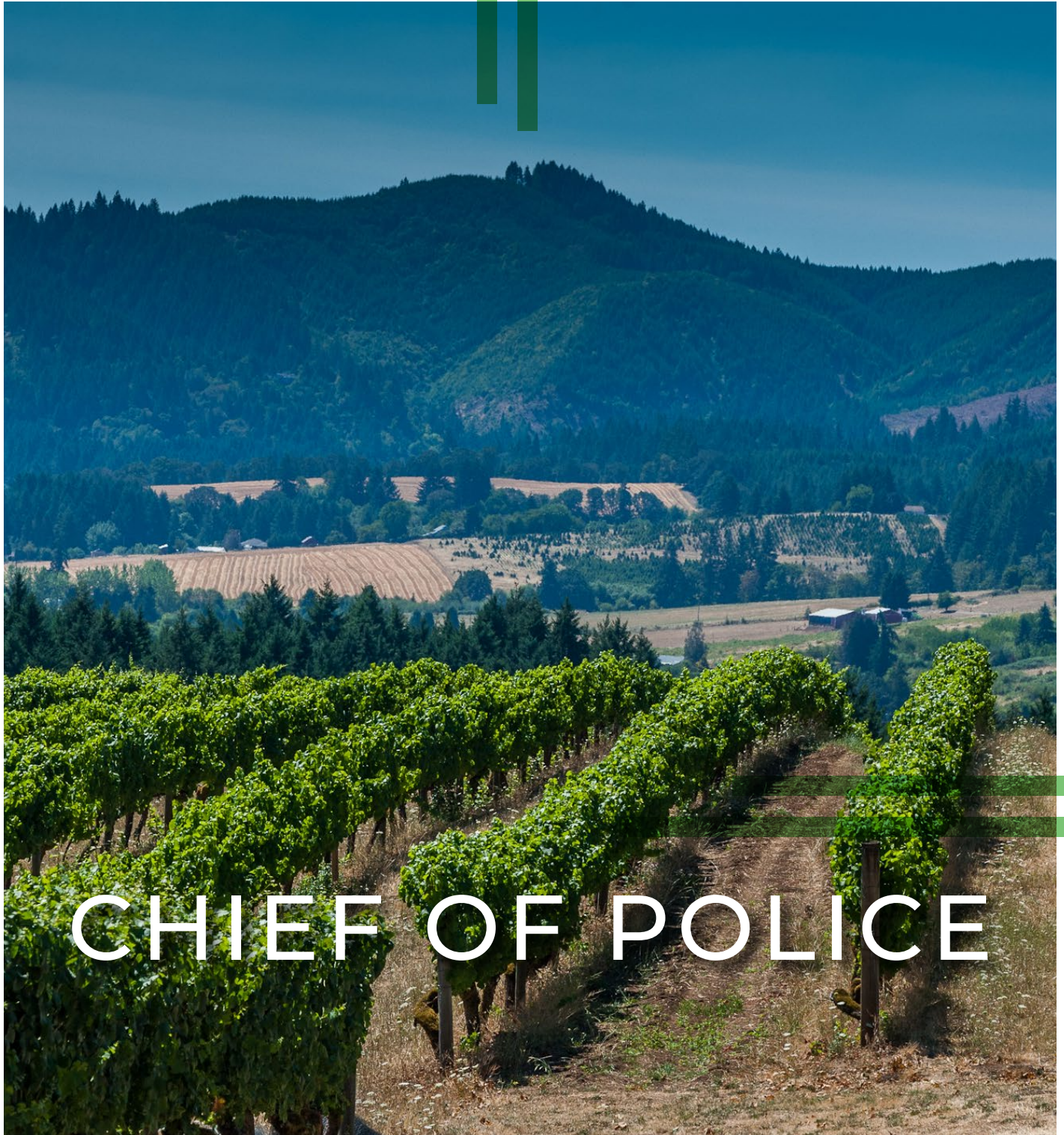


A NATIONAL SEARCH
is underway for a new Chief of Police

Forest Grove, Oregon



CHIEF OF POLICE



FOREST GROVE, OR

THE **01.**
OPPORTUNITY



A national search is underway to attract a highly qualified candidate to lead the Forest Grove Police Department (FGPD).

The next police chief will have an opportunity to advance strategies to reduce crime, assure transparency, and continue to build public safety relationships within the City of Forest Grove.

Forest Grove seeks an individual with strong leadership and communication skills with a collaborative approach to solving problems. The most qualified candidate will be a decisive and inclusive leader and well-prepared to address an array of vital issues, including department staffing, officer retention, and successful community engagement that builds trust and relationships. Top candidates will have a stellar career history and be known for their engaging and personable style.

02 THE GOVERNING STRUCTURE

The City of Forest Grove operates under a council-city manager form of government. The City Council consists of a Mayor and six Councilors, all volunteer, nominated and elected from the City at large.

The Council is the policy-making body of the city. They adopt laws and regulations, annual goals and objectives and budgets that fund a wide range of public services. Council members give direction to city staff through the City Manager who serves at the pleasure of the City Council. The Mayor presides over the council meetings and the Mayor and City Councilors serve four-year terms of office. The City Manager implements the council's policies, goals and objectives, appoints all department heads, and manages a \$150 million total budget.





03^{THE} COMMUNITY

Forest Grove is located in Washington County in beautiful northwest Oregon. Forest Grove is surrounded by rolling hills, evergreen forests, and vineyards providing a scenic backdrop for an abundance of recreational opportunities.

It doesn't take much to discover the fun side of Forest Grove. You'll find a variety of entertaining and exciting encounters that make it an enjoyable place to live, work, and play. The wineries, concerts, galleries, sports fields, forests, and lakes provide the backdrop for all kinds of fun. Forest Grove is also home to Pacific University, a four year liberal arts university nationally recognized for its programs in the arts and sciences, education, business, optometry and the health professions. Founded in 1849, the university has 3,589 students in its undergraduate, graduate and professional programs.

With easy access to Hwy 47 and 26, and Interstate 5, you can be in downtown Portland in less than 45 minutes or to the Oregon Coast in an hour. The Tri-Met regional public bus system serves Forest Grove every 15 minutes and connects directly to a light rail system six miles away that connects to Portland.

Forest Grove and its surrounding areas were previously inhabited by the Kalapuyans who are federally recognized as members of the Confederated Tribes of the Grand Ronde. Forest Grove was founded by Oregon Trail pioneers in 1841; innovation, creativity, and entrepreneurialism have inspired great things to happen in Forest Grove. It is here they founded the first university west of the Mississippi, planted a vineyard of the first of Willamette Valley's famous pinot noir grapes, and today attracts creative artists, entrepreneurs, academics, outdoor enthusiasts, and winemakers.

Forest Grove's population grew from 2,450 in 1940 to 27,400 today. Forest Grove is a full-service city with urban and rural elements that make it an attractive place to live, work, learn and play. The City strives to meet the values and goals set by the City Council including Financial Stewardship, Community Engagement, and Equity, Diversity and Inclusion.

THE POLICE DEPARTMENT 04.

The Forest Grove Police Department is a full-service community-oriented police department.

The police department has 38 employees, 32 of whom are sworn officers. The 2023-2024 annual departmental budget is \$8.0 million. Voters approved a levy that increases the number of police officers in the next 5 years.

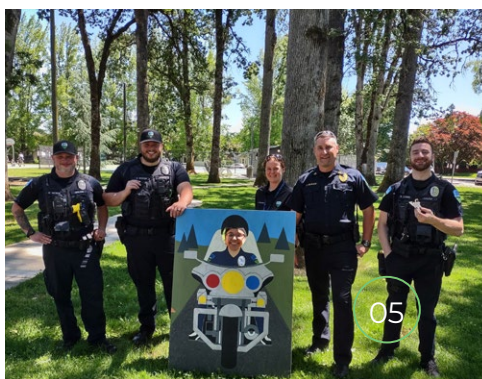
The Police Chief is responsible for managing the police department and overseeing internal investigations and community relations initiatives. The Police Chief is supported by two Captains and a Support Unit Supervisor.

The department is organized as follows:

- An Operations Division consisting of three patrol shifts
- The Administrative Division which contains the detective unit
- A Support Unit which includes Records, Outreach, and Evidence

Forest Grove's Police Department takes great pride in its professionalism and continually strives to identify innovative ways to advance policing for benefit of the community. Additionally, the department has implemented several programs to support and retain our officers, including sabbatical leave, an incentivized service retention program, and wellness programs.

The Police Chief is a non-civil service department head of the City in accordance with applicable sections of Oregon State law. The current Chief is very well respected amongst the community and the department, and is retiring after decades of public safety service, including four years as the Police Chief of Forest Grove Police Department.




05. IDEAL CANDIDATE

The City of Forest Grove's next Police Chief will lead by example as a trusted and engaged part of the community, working compassionately with people and ensuring fair and equitable policies and practices to maintain the confidence of the public.

The new Chief will continue the department's history of recruiting and retaining only the most qualified and highly trained staff who are dedicated to the community and their professional oath to serve and protect every individual with dignity and respect.

The successful candidate will respect the policing profession and be able to inspire and lead the department by being transparent, forward-thinking, apolitical, and inclusive. Candidates should possess expert-level knowledge of policing principles and have the ability to actively evaluate new technologies and practices and develop alternative, creative solutions to improve efficiency and quality of policing services. Extensive experience with crime prevention and the principles of procedural justice is also a must. The ideal chief will be knowledgeable and have a track record of working collaboratively with partner agencies and institutions to address community issues such as homelessness, mental illness, trauma and substance abuse, and social justice.

Forest Grove desires a Chief who will be present and visible in the community, participate in community events, committed to engaging empathetically with all members of the community, being attentive to resident input and experiences, and understanding how to effectively inform and educate the public about policing policies and community challenges and opportunities while advocating for the officers and civilian employees so they can continue to provide excellent public safety to the residents of Forest Grove.



The core values and governing principles of the Forest Grove Police Department are: **Trust, Courage, Humility, Diversity, Inclusion, Justice and Innovation.**

06. QUALIFYING CRITERIA

Experience – The new Chief will possess at least five years of progressively responsible law enforcement management experience, or any equivalent combination of training and experience. Candidates must have a proven and demonstrated history of building a collaborative team environment within their agency and developing subordinates for new leadership roles. Experience should also include developing and implementing strategies that have led to comprehensive organizational improvements and improved community safety. In addition, candidates must have experience working with senior management personnel, the media, community stakeholders, and public officials on complex and sensitive issues.

Education – Possession of a bachelor's degree or equivalent experience in criminal justice or a related field is required. A master's degree and/or executive-level training such as the FBI National Academy, SMIP, NEI, or other recognized executive command program is considered a plus.

Certification Required – Must be certified or have the ability to obtain certification as a peace officer as required by the Oregon Department of Public Safety Standards & Training within one year of appointment.



COMPENSATION AND BENEFITS

The salary range for this position is \$124,944-\$159,456 annually, dependent on qualifications and experience. The City of Forest Grove offers a comprehensive benefits package including medical, dental, and vision coverage, generous paid leave, vacation buy back, VEBA contributions, LTD and life insurance. The City participates in the Oregon PERS retirement system. The City also offers an optional 457b deferred compensation plan through multiple vendors.



NOMINATION AND APPLICATION PROCEDURES

07.



APPLY TODAY!

We encourage prospective candidates to contact Mr. Justin Doll or Mr. Gary Peterson for additional information that may help you evaluate this opportunity. This position is “open” until a final selection is made. For optimal consideration, candidates should apply by Friday, February 16, 2024, by emailing a compelling cover letter, comprehensive resume, and list of references to apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the selection process beginning in early March of 2024. Top candidates (typically 3-5) will be announced to the public and invited to participate in the final selection process that will include community stakeholders, peers, and staff. An offer, contingent on the successful completion of a comprehensive background investigation, will follow. Ideally, the new Police Chief will join the City of Forest Grove in early summer of 2024 or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

916.789.9990

www.publicsectorsearch.com

Mr. Justin Doll (Police Chief , Ret.), Senior Consultant

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Mr. Gary Peterson (Police Chief , Ret.), President/CEO

gary@publicsectorsearch.com

Mobile: 907.748.5746 Office: 916.789.9990

The City of Forest Grove is an equal opportunity employer.

A photograph of a large, lush green evergreen tree in front of a clear blue sky. In the foreground, a stone wall serves as a base for a sign. The sign reads 'WELCOME TO FOREST GROVE' in large, bold, blue capital letters, and 'Home of Pacific University' in smaller, blue capital letters below it. The scene is set in a grassy area with some low-lying shrubs.

Raising the bar for Public Sector Search

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