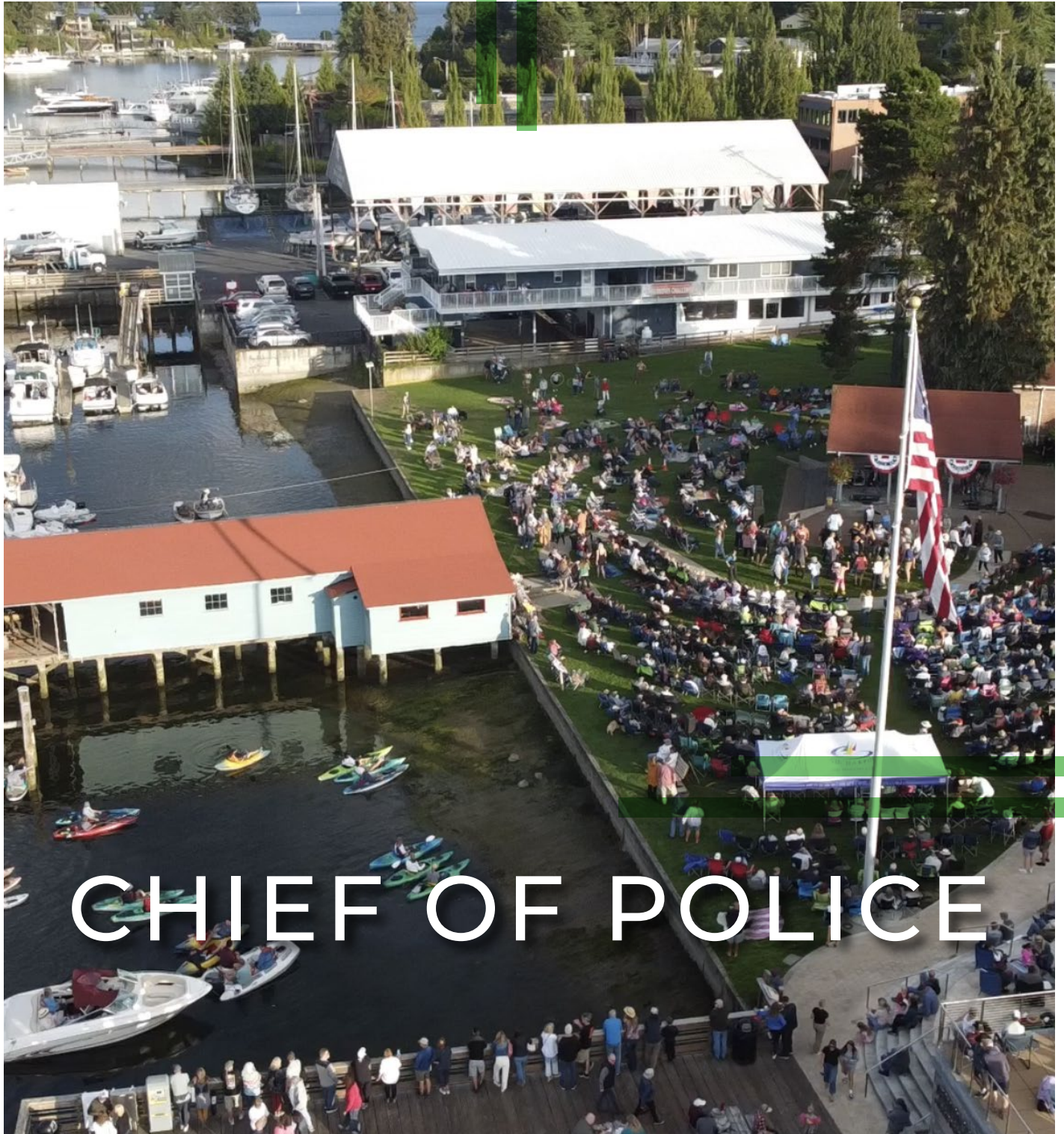


A NATIONAL SEARCH
is underway for a new Chief of Police



Gig Harbor, WA



CHIEF OF POLICE

GIG HARBOR, WA

THE 01. OPPORTUNITY



The City of Gig Harbor, Washington, is seeking a highly qualified, forward-thinking, and community-focused law enforcement professional to serve as its next Chief of Police.

This is a rare and exciting opportunity for a proven leader to join a high-performing organization and a deeply engaged community in one of the Pacific Northwest's most picturesque waterfront towns.

The incoming chief will inherit a department with a strong foundation, a professional and dedicated staff, and a clear mission: to provide the Best Possible public safety and Service (BPS) to the Gig Harbor community. Building on this foundation, the chief will be expected to cultivate a positive, respectful internal culture while embracing accountability, employee wellness, and public trust. The successful candidate will bring humility, strong leadership skills, and a commitment to servant leadership. They will also be prepared to guide the department through transitions in leadership and operating environment, with a focus on sustainability and morale.

This opportunity offers the next chief the chance to work closely with a forward-thinking city administrator, a supportive mayor and city council, and a passionate community eager to support public safety and local engagement.



THE 02. COMMUNITY

Nestled on the shores of Puget Sound, the City of Gig Harbor is a vibrant and welcoming community known for its maritime heritage, natural beauty, and high quality of life.

Incorporated in 1946, the city now boasts a population of approximately 12,000 residents and attracts thousands more through tourism, special events, and its reputation as a destination community.

Gig Harbor's historic downtown is lined with locally owned boutiques, restaurants, and galleries, while scenic parks, waterfront walkways, and nearby forests offer ample opportunities for outdoor recreation. Signature community events such as the Maritime Gig Festival, holiday tree lighting, and summer concert series reflect the city's small-town charm and strong civic pride.

The city is also a hub for boating and marine activity, with a working waterfront and marinas that support both commercial and recreational vessels. Residents and visitors alike enjoy kayaking, sailing, and taking in waterfront views at Skansie Brothers Park or along the Finholm View Climb.

Gig Harbor offers top-rated schools, a growing arts scene, and easy access to the greater Tacoma and Seattle metro areas while maintaining a peaceful, small-town atmosphere. With its safe neighborhoods, strong sense of community, and exceptional natural setting, Gig Harbor is consistently ranked among the most desirable places to live in Washington state.

Residents of Gig Harbor benefit from a responsive and transparent city government and a deep culture of volunteerism and neighborliness. The city's commitment to environmental stewardship, sustainable development, and economic vitality continues to make it one of the most desirable places to live in the Pacific Northwest.





THE 03. GOVERNMENT

The City of Gig Harbor operates under a strong mayor form of government.

The mayor, elected at large, serves as the city's full-time chief executive officer and is responsible for the day-to-day administration of city government. The legislative body consists of a seven-member city council, each elected at large and serving part-time. The city administrator, appointed by the mayor and confirmed by the council, manages the city's operations, department directors, and policy implementation.

Gig Harbor's government emphasizes strategic planning, long-term infrastructure investments, and community-centered policy. The chief of police is a vital member of the city's leadership team and works directly with the city administrator, mayor, and council to ensure that law enforcement efforts align with community priorities and values.



THE POLICE DEPARTMENT

The Gig Harbor Police Department is a full-service law enforcement agency staffed by a dedicated team of officers and professional support staff.

The department's vision—to provide the Best Possible public safety and Service (BPS)—guides every interaction, from patrol operations to public outreach. The department's culture emphasizes respect, teamwork, and professionalism.

With a biennial budget of approximately \$13.7 million and a growing population to serve, the department is poised for the next stage of strategic evolution. The city recently created a second lieutenant position and has made significant investments in leadership training, wellness initiatives, and officer development.



The Chief of Police is assisted by an authorized staff comprised of the following: two lieutenants, five sergeants, sixteen police officers, two detectives, a property and evidence technician, and two police service specialists. The chief also serves as the harbor warden, enforcing the ordinances and regulations of the city upon the waters of the harbor and adjacent lands.

Challenges include maintaining strong internal morale during times of transition, standardizing accountability processes, and fostering leadership at all ranks. Opportunities include maintaining accreditation, process modernization, community engagement, and enhanced cross-agency partnerships. Department members have expressed a desire for clear vision, consistency in leadership, and proactive communication.

The next chief will be expected to lead with humility and approachability, balance empowerment with accountability, and act as both a mentor and strategic partner to staff and the broader community.



The goal of the Gig Harbor Police Department is to provide the community with a professional public service organization that effectively and uniformly enforces federal, state and local laws, and provides citizens assistance and proactive programs.



IDEAL 05. CANDIDATE

The ideal candidate for Chief of Police in Gig Harbor will be a proven, ethical, and emotionally intelligent leader who can cultivate both trust and performance.

The city seeks a chief who is:

- Humble and approachable: Willing to listen, learn, and lead with empathy and transparency.
- Strategic and visionary: Able to think long-term, articulate a clear direction, and implement sustainable policies.
- Experienced and ethical: Brings a strong command presence and a commitment to fair, consistent discipline and policy application.
- Supportive of staff: Invested in officer wellness, career development, and retention.
- Visible in the community: Regularly engages with residents, businesses, schools, and civic groups as a visible and proactive ambassador of public safety.
- Collaborative and inclusive: Skilled in building cross-functional partnerships and working in concert with city leadership and neighboring agencies.

This is a role for a leader who values stability, builds others up, and can balance tradition with innovation in a rapidly evolving environment.



QUALIFYING EDUCATION AND EXPERIENCE

06.

The most competitive candidates will possess:

- A minimum of 10 years of progressively responsible law enforcement experience, including at least five years at the command level.
 - A bachelor's degree with major coursework in behavioral science, business, communications, management, public administration, or criminal justice (master's degree preferred).
 - Executive-level training from Northwestern Staff & Command, FBI National Academy or the PEFR's Senior Management Institute for Police is considered a plus.
 - Certification or ability to be certified as a peace officer in the State of Washington.
- Experience leading small to mid-size agencies in similarly structured communities.

COMPENSATION & BENEFITS

07.

The salary range for the Chief of Police is \$182,561–\$228,353, depending on experience and qualifications. The City of Gig Harbor offers an excellent benefits package, including health insurance, paid leave, and retirement contributions through the Washington State Department of Retirement Systems.





08. APPLICATION PROCEDURES

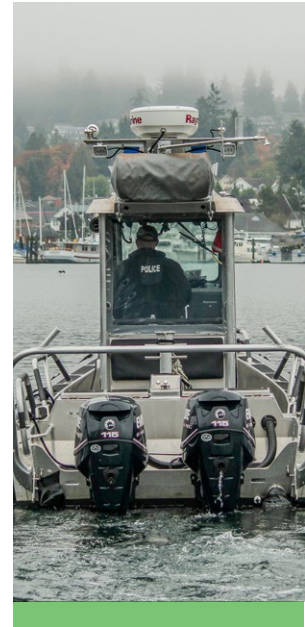
APPLY TODAY!

Public Sector Search & Consulting, Inc. encourages prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this excellent opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by July 25, 2025. Submissions should include a cover letter, resume, and references and should be sent to: apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the in-person selection process in September 2025. The top candidates will be forwarded to City Administrator Katrina Knutson for consideration. An offer, contingent on the remainder of the hiring process, will follow. Ideally, the new Chief of Police will join the Gig Harbor Police Department in October 2025, or upon a mutually agreed upon date.

EQUAL OPPORTUNITY STATEMENT

The City of Gig Harbor is an equal opportunity employer and values diversity in its workforce. Women, people of color, and individuals with diverse backgrounds and experiences are encouraged to apply.



APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

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

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