Police Captain

Eugene Police Department

The City of Eugene

Our Community

Eugene is the second largest city in Oregon, and offers an exciting mix of arts, culture, education, scenic beauty and a passion for recreation. Eugene is located in the scenic Willamette Valley, 60 minutes from the rugged Pacific Coast and 60 minutes from the breathtaking Cascade Mountains. With more than 100 city parks, 250 miles of bicycle trails, and numerous lakes, rivers and streams nearby, Eugene offers a wide range of recreational activities to residents and visitors. Eugene's mild climate and lush landscapes are just a few of the city's attractive features. Additionally, Eugene's airport has direct flights to 11 international airports for easy access.

Eugene is well-known as the home of the University of Oregon. With 24,000 students and more than 6,000 employees, the UO plays a major role in the community, as does Lane Community College and Northwest Christian University. The employment base has become increasingly dominated by services, trade and government, and less reliant on the timber industry.

Eugene is a friendly community with residents who are active and passionate about quality of life issues. The UO brings a cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. Eugene hosted the Olympic Trials for Track and Field in 2008, 2012, and 2016. It is scheduled to host the 18th edition of the International Association of Athletics Federation World Championships in 2021. Living in the city of Eugene offers all of this along with the advantages of higher education, a strong public school system, and a short commute to work.

Our City Organization

Eugene has a strong city manager form of government. In this form of government, the city council develops legislation and policies to direct the City. The city manager, hired by the city council, provides administrative direction to the organization, oversees City of Eugene personnel and operations, and carries out the city council's direction. The City of Eugene has over 1,400 employees and a $722.2 million total budget. The City of Eugene is service-oriented and a welcoming organization that provides services through six departments:

- Central Services
- Fire and Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works

Eugene Police Department

The Eugene Police Department is a state accredited and progressive law enforcement agency that serves the city, as well as the region through its 9-1-1 Communications Center.

In a typical day, Eugene Police officers are dispatched on average to about 340 calls for service. This activity generates about 21,000 criminal cases every year. EPD staff members also engage in proactive community education and crime prevention activities to help protect Eugene's residents.

The police captain is one of five division managers who report to the police chief, who oversees all police services for the City of Eugene and the regional 9-1-1 center. The police department employs about 200 sworn officers and 140 civilian employees who provide a variety of police services. The department operates with a budget of approximately $60 million. The Eugene Police Department has received state and national recognition for its outreach to vulnerable communities, its Volunteers in Policing program, and its Interagency Narcotics Investigative Team.

The police department is composed of patrol, investigations, operations support, and technical services. Special units include: the School Resource Team, Patrol Canine Team, Traffic Enforcement Unit, Arson Team, Explosive Disposal Unit, SWAT Team, Crisis Negotiation Team, and Major Collision Investigation Team.

The Ideal Candidate

The ideal candidate for the police captain's position will be able to lead a major operational or administrative division for a modern, progressive police department, instilling trust in the services with the community, developing and implementing plans to achieve the mission and vision of the department, and inspiring employees to perform with excellence. As a member of the police department's management team, the captain will be part of a collaborative team working with the chief to provide leadership and management of department-wide issues and supporting the goals and directions for the department from the city manager and the city's elected leadership.

Sought characteristics and abilities:

- Model integrity and ethical behavior
- Commit to and understand Intelligence Led Policing
- Make sound and well-informed decisions
- Develop objectives to achieve the department's missions
- Communicate effectively with cross-cultural audiences
- Foster effective working relationships with diverse groups
- Identify issues, analyze problems, and work collaboratively to solve them
- Be accessible and supportive of professional development, retention, and diversity
- Understand and appreciate positive, and productive labor relations
- Develop and maintain relationships with other agencies to enhance service
- Provide leadership in bringing intergovernmental and community partners together

Minimum Qualifications

To be considered for this position, candidates must have eight years of progressively responsible police experience, including two years of managerial experience, and a bachelor's degree from an accredited college or university in criminal justice, business, public administration, or a closely related field. (Additional responsible, relevant experience may be substituted for the degree on a year-to-year basis.) Recent Police Lieutenant experience is strongly preferred.

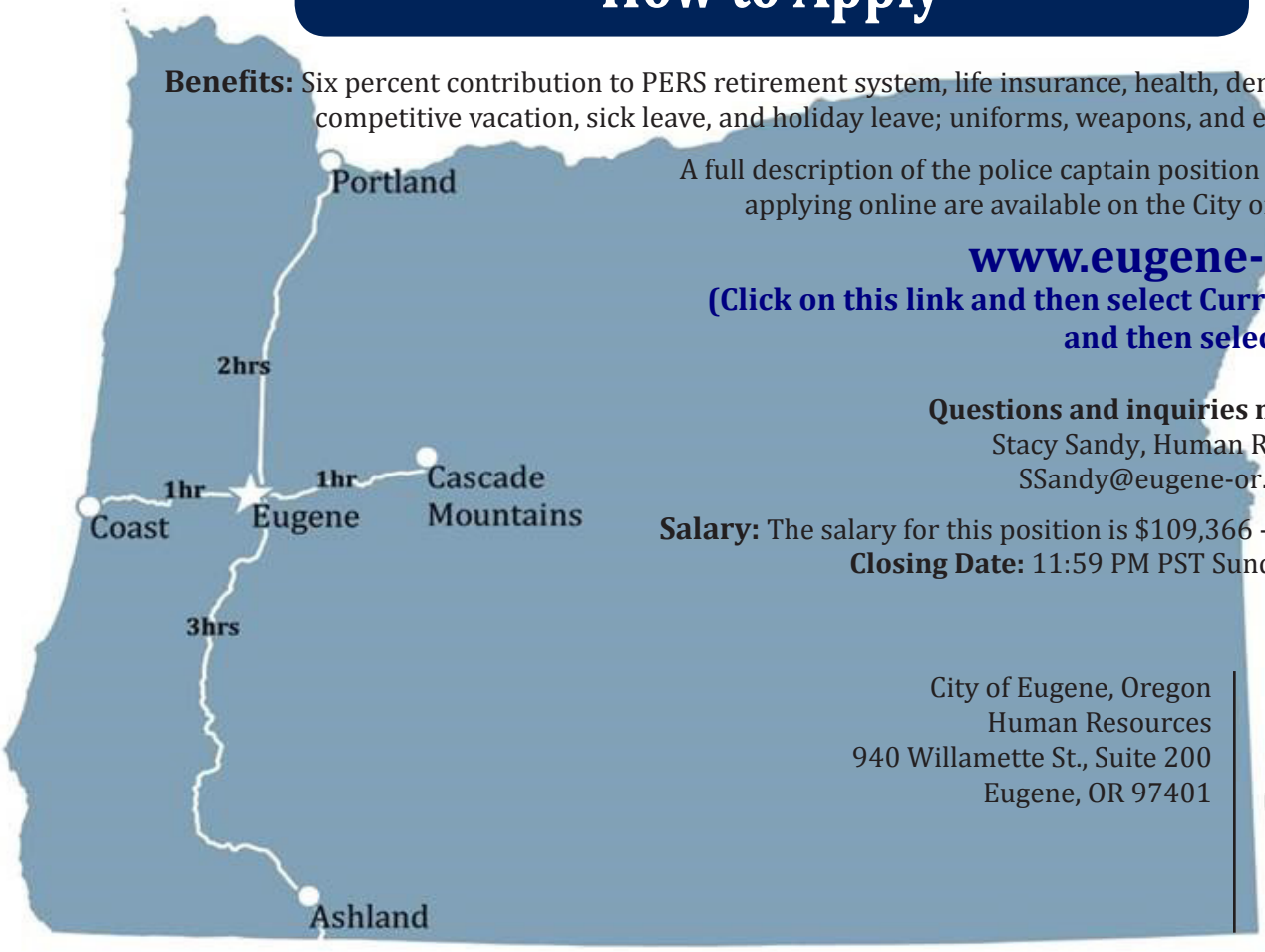
Note: Oregon Department of Public Safety Standards and Training Certification is required. Certified police officers from other states may be able to transfer equivalent training credits and certification. Typically, a POST or comparable certification from another state plus attendance and successful completion of a three-week Oregon Career Officers Development class (made available by the employer) will accomplish Oregon certification.

Recreation

Culture

Quality of Life

How to Apply



Benefits: Six percent contribution to PERS retirement system, life insurance, health, dental, and vision care; competitive vacation, sick leave, and holiday leave; uniforms, weapons, and equipment provided.

A full description of the police captain position and instructions for applying online are available on the City of Eugene website at:

www.eugene-or.gov/jobs

(Click on this link and then select Current Job Openings and then select Police Captain)

Questions and inquiries may be directed to:
Stacy Sandy, Human Resources Generalist
SSandy@eugene-or.gov, 541-682-5629

Salary: The salary for this position is $109,366 - $141, 044 annually.
Closing Date: 11:59 PM PST Sunday, August 25, 2019

City of Eugene, Oregon
Human Resources
940 Willamette St., Suite 200
Eugene, OR 97401

Eugene