



Port of Seattle®

CHIEF OF POLICE



 **BOB MURRAY & ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH

## THE COMMUNITY AND PORT DISTRICT

The City of Seattle, Washington is a picturesque urban center surrounded by snow-capped mountains, lakes, rivers, and sparkling waterways. Situated on the edge of Puget Sound, Seattle is the natural jumping off point for a Pacific Northwest getaway. The region is home to a thriving and multicultural population and offers numerous attractions, a rich musical heritage, coffee culture, and world-class cuisine. In addition, Washington has more than 800 award-winning wineries, stunning natural scenery, and abundant wildlife.

The Northwest is one of the most beautiful and livable regions in the country and is a recreation enthusiast's dream. Seattle is an attractive year-round destination because it offers opportunities for a wide range of activities, no matter what the weather brings. Despite being known as a rainy city, Seattle gets less precipitation than New York or Miami, and has a mild climate from May to October. Whether it is kayaking or snowboarding, there always is something to do – rain or shine!

## THE ORGANIZATION

Founded in 1911, the Port of Seattle has a mission to promote economic opportunities and quality of life in the region by advancing trade, travel, commerce, and job creation in an equitable, accountable, and environmentally responsible manner. The Port is a leader in moving people and cargo across the country and around the world. With facilities and property ranging in scope from a half-acre park to one of the largest airports and container terminals on the West Coast, the Port maximizes the public assets with an eye toward best uses and environmental sustainability. The Port of Seattle commits to being a leader in regional and national efforts to achieve equity and social justice. We are identifying and dismantling structural barriers to ensure that overburdened communities and vulnerable populations have access to the resources they need to thrive.

The Port's services and programs benefit the region in many ways and allows the communities to experience the impacts and opportunities differently. Through ongoing outreach efforts, educational engagement offerings, and business and community development programs, the Port focuses on building relationships and fostering partnerships with a commitment to being a good neighbor and expanding opportunity. The Port also holds fast their five core values (RAISE): respect, anti-racism and equity, integrity, stewardship, and excellence. These values guide the employees that serve millions of people with the commitment to public service and pride in working for one of the region's most integral economic engines.

The Port of Seattle is governed by the Port of Seattle Commission. Five Commissioners, elected at large by the voters of King County, serve four-year terms, and establish Port policy. The Port is led by the Commission-appointed Executive Director who is responsible for overall activities of the Port, and is supported by six Senior Directors, three Managing Directors, a Chief of Staff, a Chief Operating Officer, a Chief Financial Officer, and General Counsel.



## THE DEPARTMENT

The Port of Seattle Police Department, created in 1972, consists of over 130 commissioned police officers and about 45 non-commissioned personnel, and provides primary law enforcement services to the Seattle-Tacoma International Airport, and the Port's seaport properties. They patrol more than 30 miles of waterfront property, piers, marinas, and cargo and cruise ship terminals. Officers routinely interact with a diverse population and a large number of different local and federal agencies.

The Department is comprised of two bureaus—the Administrative Bureau and the Patrol Bureau with an annual budget of \$32 million. The primary mission of the Administrative Bureau is to provide support to the Patrol Bureau and consists of the Criminal Investigations Division, Fleet & Supply, and the Professional Development & Standards Division. The Patrol Bureau is the most visible representation of the Department while patrolling its jurisdiction within and around the airport and waterfront. Uniformed members serve the community in many ways such as responding to 911 calls, assisting the public, providing proactive patrol, and facilitating the safe and expeditious movement of traffic. The Department also has many civilian staff members including a 911 dispatch team who are essential to the safe and efficient operation of the organization.

The men and women of the Port of Seattle Police Department are committed to providing professional law enforcement services, protecting the rights of individuals, preventing crime, and building community partnerships. In 2021 the Port recognized it must ensure that our Police Department is held to the highest national standards achievable for public safety, protection of civil rights, equity, accountability and oversight. The findings from this assessment can be found [here](#).

The Police Department is a CALEA certified agency and was re-accredited in 2021. The Department is showcased by IACP as a [featured department](#) on their IACPtv website at IACPtv - [IACP Conference 2022 \(theiacpconference.org\)](#).



## THE POSITION

Under policy direction of the Chief Operating Officer, the Chief of Police is responsible for all functions and activities of the Police Department, including human resource management; planning actions; department management; management of inter-agency relations and community relations; and performs administrative duties and related work as required. In addition, the Chief of Police must be able to perform all essential job functions identified for the ranks of Police Officer, Police Sergeant, Police Commander, and the Deputy Chief of Police. The Chief of Police is an at-will position.

Core essential job functions may include, but are not limited to, the following:

- Direct all Police Department activities; make decisions on police operations, personnel actions, budget, policy, labor contract negotiations, and administration.
- Direct all personnel management issues for the Police Department, including appointments, promotions, demotions, suspensions, dismissals, and assignment and transfer of members.
- Actively participate in negotiations with all employee organizations/unions.
- Direct the preparation of long-range and short-range plans for the Police Department, including budget, staffing, equipment, and strategic and tactical planning requirements.
- Establish goals and performance objectives; ensure attainment of goals.
- Allocate resources within the Department and identify present and future needs.
- Establish and maintain effective channels of communication with citizens, businesspeople, and Port personnel; establish and maintain effective channels of communication and working relationships with allied agencies.
- Act as a liaison to other Port departments, government agencies, and businesses affected by Police Department operations.
- Represent the Police Department to the public by speaking before the news media, participating on panels, and at public hearings.
- Conduct meetings and briefings to provide discussion and direction on programs, policies, and procedures.
- Review and analyze reports, studies, projects, grievances, and actions and make recommendations for the appropriate course of action or implementation of new or revised policies and procedures for the Police Department.
- Ensure that the recommendations from our 2021 policing assessment are implemented and our policies and practices are reflecting the outcomes desired in this report.
- Fostering a culture of diversity, equity and inclusion is a responsibility and a foundational expectation for all Port employees. In this role, you will apply equity and social justice principles that exemplify shared values, behaviors, and practices to all aspects of the work.



## THE IDEAL CANDIDATE

The Port of Seattle is seeking a well-rounded, experienced law enforcement professional with excellent interpersonal skills and proven leadership capabilities. The ideal candidate will be a strategic thinker and a visionary leader with a demonstrated track record of building trust and operating with various constituency groups, such as Board Members, politicians, other law enforcement agencies, and federal agencies. The new Chief is an innovative thinker that supports creativity and will create a culture of equity, inclusion and belonging, strengthening the work of the Police department inside and outside of the Port.

The Port is seeking an individual who will lead by example, hold staff accountable, and treat employees with dignity and respect. He or she will value diversity in the workforce and will demonstrate inclusivity. The Chief will be fair and consistent in his or her dealings with internal and external stakeholders, and capable of motivating, developing, and evaluating staff performance throughout the Department. The ideal candidate will be someone who is open, approachable, and trustworthy and can motivate and inspire others. The ability to earn the trust and respect of staff, establish and maintain an environment of inclusion and equity, and empower employees will be essential to success.

The selected candidate will be an out of the box thinker that will utilize their personnel to recruit the best and brightest staff. A nimble leader that can demonstrate working in a complex law enforcement agency is sought. The ideal candidate has clear and effective oral and written communication skills, and the courage to make difficult decisions. In this highly visible role, the incoming Chief will be expected to manage inter-agency relations as well as community relations. As such, the incoming Chief must possess excellent diplomacy, presentation, client service, and relationship-building skills and be politically astute, yet remain apolitical.



They must also have knowledge of current issues within law enforcement, including legislative changes and social issues, both locally and nationally.

Qualified candidates possess a bachelor's degree in a related field and have a minimum of three years of command or management level experience in a Police Department, including supervision of other Police supervisors, and day-to-day management of one or more major programs or assignments. Completion of relevant police management training also is required.

Preferred qualifications include three years at the command level, with one of these three years commanding or managing an investigative or administrative assignment; experience as a Deputy Chief of Police or the equivalent; and completion of a graduate degree in a related field, and graduation from the FBI National Academy, PERF's Senior Management Institute for Police, or comparable executive training.

## THE COMPENSATION

The annual salary range for the incoming Chief of Police is dependent upon qualifications. The Port also offers an attractive benefits package including:

**Retirement** - The Port participates in the Washington State Public Employee's Retirement System (PERS). Contribution and benefits rates are set by the Washington Department of Retirement Systems. Retirement benefits for employees represented by a labor union varies depending on the specific terms of the applicable collective bargaining agreement.

**Deferred Compensation** - Port will contribute matching funds in an amount between \$1,000 and \$2,200, depending on employee tenure.

**Medical Insurance** - Port employees (not represented by a labor union) and eligible dependents have three (3) medical plans to choose from. Plans are offered through Aetna and Kaiser Permanente. Flexible Spending Accounts and Health Savings Accounts also available.

**Dental/Vision Insurance** - Dental coverage at the Port is offered by Delta Dental Service and vision care is provided by Vision Service Plan (VSP).

**Life Insurance** - The Port provides a life insurance benefit of twice your annual salary rounded to the next \$100. Dependent life insurance is provided at \$1,000. Voluntarily Supplemental Life Insurance for employee, spouse, or domestic partner available.

**Paid Parental Leave** - The Port recognizes the importance of time spent with new additions to your family. The Paid Parental Leave benefit provides up to six weeks of paid time off following a birth, adoption, or foster care placement.

**AD&D Insurance** - The Port provides an AD&D benefit of twice the employee's annual salary rounded to the nearest \$1,000. Voluntary Accident Insurance for employee, spouse, or dependents available.

**Long-Term Disability Insurance** - The Port provides long-term disability insurance with coverage up to 60% of employee's salary. The benefit waiting period is 45 calendar days, or the exhaustion of your extended illness leave, whichever is longer.

**Paid Time-Off** - Paid time-off (PTO) is personal time that may be used for vacation, appointment time, and for other personal reasons. New employees may use PTO only after completing a six-month probation period. Employees accrue PTO according to the following schedule:

Years of Service	Accrual Per Pay Period	Max # of Days Per Year
1-3	5.65 hours	19.6
4-7	7.10 hours	24.6
8-11	7.82 hours	27.1
12+	8.54 hours	29.6

**Holidays** - 11 designated holidays per calendar year as well as an additional Personal Holiday of your choosing.

**Sick Leave** - Employees earn seven (7) days of sick leave annually, at a rate of 0.27 hours per every hour paid. Sick leave can be used for preventative care appointments (annual medical, dental, vision, and cancer screening appointments), and employees may take their choice of sick leave or PTO to care for a seriously ill family member.

Other benefits include: FMLA, Washington State FICA, ORCA Card, free downtown and airport parking, Vanpool and VanShare subsidies, alternative work arrangements, telecommuting, Employee Assistance Program, access to facilities, and other discounts and deals.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:  
March 18, 2022**

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 and Associates. 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. Finalist interviews will be held with the Port of Seattle. Candidates will be advised of the status of the recruitment following selection of the Chief of Police.

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

(916) 784-9080

