

# POLICE CHIEF

## CITY OF GEARHART, OREGON



### Why Apply?

This is a unique opportunity to lead a small police department in a beach town along the popular northern Oregon coast. City leaders are committed to maintaining Gearhart's distinctive small-town feel. If you are looking for a friendly community with a great quality of life, a stable and cooperative Council and city administrator, this is a great opportunity.

# *Welcome to* GEARHART



Located on Oregon's northern coast, Gearhart is a quaint and quiet beach town located along Highway 101, three miles north of the resort town of Seaside. Residents appreciate the small-town feel, slower pace, beautiful scenery, and abundant opportunities for outdoor recreation.

In 1889, the completed railroad between Seaside and Astoria brought visitors by train to Gearhart. The town became a popular stop for vacationers looking to picnic and stroll along Gearhart's grassy meadows and beaches. Today Gearhart has grown to include a charming downtown with shops, restaurants, bakery, and art gallery.

Gearhart is a great spot for whale-watching, razor clam digging, and searching for sand dollars. Its shore lies within the 18-mile stretch of Clatsop County beaches that account for 95 percent of Oregon's razor clam harvest. Gearhart's beach also allows bonfires and driving in some areas. To the south, Gearhart's Necanicum Estuary is a scenic spot for birdwatching during seasonal migrations.

Gearhart is also known for its historic Gearhart Golf Links, the oldest golf course west of the Mississippi. Opened in 1888 with three holes, this beautiful 18-hole public course has been renovated to include a hotel and pub. Also unique to the area is Gearhart's elk herd that settles among the dunes during calving season.

In the summer, the town population swells due to visiting beachgoers, vacation rentals, and family summer homes that have been passed down for generations. Gearhart benefits from a mild climate year-round with an average high of 68°F and low of 40°F. Portland International Airport serves the area 93 miles away.



# THE CITY OF GEARHART

Incorporated in 1918, the City of Gearhart operates under the Mayor-Council form of government with 4 elected council members. Departments include administration, city planning, fire, police, and public works. Department heads are the authority within their respective departments.



View job description [here](#)

# THE POLICE DEPARTMENT

The Police Department operates with an annual budget of \$550,000 and a team of 3 full-time law enforcement officers responding to 850-900 calls per year. Serving a population of roughly 1800 across 1.9 square miles, the department covers all calls within the city 24/7. Officers also cover areas and assist agencies outside the city as needed. Each officer has a 4-wheel drive SUV as a take-home vehicle.



# THE POLICE CHIEF

The Police Chief is a sworn police officer, as defined by ORS, who receives administrative direction from the City Council. The Police Chief will lead, plan, organize and direct the overall activities of the Gearhart Police Department consistent with community policing objectives and modern policing philosophies; serve as the City's Chief Law Enforcement Officer; participate on cross departmental projects of committees as assigned by the City Council. The Police Chief performs all the duties of an officer, plus all required State and Local administrative reporting.





## THE IDEAL CANDIDATE

- A hands-on working chief in addition to being the department head.
- A broad knowledge of municipal operations and budget management.
- Has knowledge of essential human resource and risk management principles as they relate to law enforcement.
- Has experience with project management; prior experience with capital improvement project(s) desired.
- A solid understanding of homelessness challenges, current case law, and creative solutions.
- Has strong interpersonal skills/social intelligence and ability to communicate professionally and effectively, both in person and in writing, throughout all levels of the organization.
- Will hold self and subordinates accountable to current policies, procedures, and profession best practices.
- Will lead by example and have high integrity.
- Has an excellent knowledge of Oregon criminal code / Oregon Revised Statutes (ORS).
- No criminal or civil history that would prohibit the carry of firearms.
- Dedicated to providing excellent customer service to citizens, city staff, and the Council.
- Will treat all people with dignity and compassion, and respect different points of view.



## EDUCATION & EXPERIENCE

Bachelor's degree preferred. Minimum of ten years of law enforcement experience, three years of command experience, and two years of management experience.

Requires a valid Oregon driver's license and driving record that meets the standards set by the City of Gearhart. (See Employee Handbook.) Certification comparable to Department of Public Safety and Training (DPSST) Executive Level.

# OPPORTUNITIES & CHALLENGES

**Staffing** - Maintaining commissioned staffing in a small city and department continues to be a challenge. The new Chief should have the understanding, skills and mindset to recruit, retain and train subordinates. These efforts should include mentoring line officer(s) and supervisors and developing a succession plan.

**Homelessness** - The new Chief will need to partner with City Council as well as regional, state, and federal agencies—both public and private—to address homelessness in the city. Finding long-term and regional strategies with a goal to end homelessness. Partnerships may include mental health professionals, veteran’s services, employment, emergency shelters and transitional housing.

**Policy and Procedure Update and Development** - The current department standards manual is in need of a refresh. The new Chief will have the ability and desire to research, develop, and implement best practices. They will also establish a Department statement of vision and values; communicate City and Department expectations/ethical standards and verify compliance. The goal will be to streamline current processes and procedures to align with the Lexipol standards manual.

# COMPENSATION & BENEFITS

The City of Gearhart is offering an annual salary range of \$79,000 to \$106,000 for this position dependent upon experience and qualifications.

- Medical, Dental, & Vision (100% employer paid)
- Life, LTD, & AD&D
- Vacation & Sick Leave
- PERS Retirement Program
- Deferred Comp Plan available
- Oregon Growth Savings Plan (OGSP)

# RESOURCES

[City of Gearhart](#)

[City Budget 2022-2023](#)

[Oregon Coast Visitors Association](#)



## TO APPLY

Apply Online: [gmphr.com](http://gmphr.com)

First Review: April 2, 2023

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