

CHIEF OF POLICE
CITY OF NEWPORT, OREGON

CHIEF OF POLICE

Salary \$122,808 - \$149,268 annually

Plus excellent benefits package



CITY POPULATION

11,983

POLICE DEPARTMENT:

BUDGET

Approximately \$6.1 Million

FTE

30.35

POSITIONS

Chief of Police (1)
Administrative Lieutenant (1)
Police Lieutenant (1)
Police Sergeants (4)
Police Officers (16)
Community Service I Officers (2)
Parking Enforcement Officer (1)
Records Clerks (2)
Records Clerks Part-Time (2)
Executive Assistant (1)
Special Projects Part-Time (1)

CITY INFORMATION:

2024-25 BUDGET

\$148.5 Million

FTE

166.5

BENEFITS

Medical/Dental/Vision
Life/Disability Insurance
Retirement
Deferred Compensation

COMMUNITY

Small Town Feel
Regional Hub
Coastal Charm
Diverse Community
Iconic Festivals
Family Friendly



THE COMMUNITY

The City of Newport, Oregon (population 11,983), situated on Yaquina Bay, serves as the Lincoln County seat and a regional hub on the central Oregon coast. With two major highways, 101 and 20, converging in the City, it provides easy access to visitors and area residents alike. Newport is a well-loved year-round tourist destination offering a wide range of outdoor recreation opportunities, historic sites, performing arts, family activities, shopping, and culinary establishments. Commercial fishing, shipping, and marine research provide an active coastal economy.

Incorporated in 1882 and recognized as the Dungeness Crab Capital of the world, Newport first established itself with a thriving fishing and natural resource-based economy. Today, Newport's economy has a robust tourism component, and a resilient industrial component comprised of Oregon's largest commercial fishing fleet based on the historic Bayfront area and shipping operations out of the Port of Newport. The National Oceanic and Atmospheric Administration (NOAA) with a base in Newport for marine research contributes another economic element.

Newport enjoys a very diverse and engaging community that takes pride in the city's distinct neighborhoods that showcase Newport's many natural, cultural, economic, and tourist attractions. Recognizable landmarks such as the Yaquina Bay Bridge, whose



THE COMMUNITY (CONT.)

iconic architecture symbolizes progress and hope for the future, as well as the historic Yaquina Head and Yaquina Bay Lighthouses, the former of which is the tallest lighthouse in Oregon. Agate, Nye, and South Beach offer ample and varied opportunities to enjoy the beautiful coast with surfing, clamming, boating, beach walking, and visiting an eclectic array of shops and restaurants. The community celebrates its vibrant public art culture including the active Performing Arts Center. Notable

marine science organizations and research centers including the Oregon Coast Aquarium, the Hatfield Marine Science Center, and others operate active facilities in Newport. The City's Downtown Deco District and the Bayfront each offer a variety of shops, restaurants, and lodging establishments. Host of the renowned Seafood and Wine Festival, the City holds numerous festivals throughout the year. Newport is a welcoming, authentic coastal community with diverse, active, environmentally, and nature-minded people who engender a sense of community and friendliness.



THE ORGANIZATION

The City of Newport operates under a Council-Manager form of government with the legislative and policy-making body composed of a Mayor and six City Council members who are elected at-large. Councilors serve a term of four years, and the Mayor is elected every two years. The Mayor, a voting member of the Council with no veto powers, serves as chair of the Council, preserves order, enforces council rules, and determines the order of business. The Council also elects a Council President from its members to act as Mayor if the Mayor is unable to perform duties. The City Manager is appointed by a majority of the Council.

City departments include Administration, Airport, Community Development, Engineering, Finance, Fire, Human Resources, Information Systems, Library, Parks & Recreation, Police, and Public Works. The City employs roughly 166 full-time equivalent employees, with a 2024-2025 budget of approximately \$148 million. The City participates in three collective bargaining agreements including the City of Newport Police Association which represents police officers, records staff, parking enforcement officer, and community service officers.

THE POSITION

Under the direction and supervision of the City Manager, the Chief of Police is a key member of the City's leadership

team and serves as the liaison for and head of the Police Department. The Chief of Police is responsible for direct management and oversight of all activities and operations of the Police Department. These responsibilities include providing law enforcement, investigations, patrol, traffic, training, crime prevention, property and evidence control, parking enforcement, community services, records, and coordination with partner agencies. Within the Department, the Chief of Police hires and directs all personnel, as well as develops, implements, and manages the Department's budget, goals, procedures, and policies. The Newport Police Department in the FY 2024-25 budget is allocated a Chief of Police, two Lieutenants, four Sergeants, 16 Police Officers (two assigned as Detectives), two Community Service Officers and one Parking Enforcement Officer, an Executive Assistant to the Chief, two full-time and two part-time Records Clerks, and one part-time Special Projects Coordinator, as well as volunteer Reserve Police Officers and a Police Chaplain.

THE IDEAL CANDIDATE

The ideal candidate possesses and has demonstrated the following attributes:

- **Strong leadership and management abilities** to carry out the full range of responsibilities associated with the position including making effective hiring and



management decisions that contribute to a regionally respected, high quality, efficient, community engagement focused law enforcement organization. Aptitude to proactively address policy and other police related issues in concert with City Management and providing a clear vision for the department and direction for its personnel. Demonstrate excellent judgement and set an example for staff to foster a professional, ethical, high functioning, and responsive organizational environment. Continue to value and practice a working leadership style that promotes positive department morale, emphasizes teamwork, transparency, and inclusivity with staff. Maintain a management and personal style that confers a high degree of personal integrity, maintains calm under pressure, is highly organized, engaging, and is respectful of diverse viewpoints, all while holding staff accountable. Maintain standards for continued accreditation under the Northwest Accreditation Alliance. Demonstrated history of innovation in law enforcement and a well-rounded law enforcement experience that allows the Chief to lead by promoting best practices across the organization.

- **Excellent communication skills** to effectively engage with multiple and diverse audiences including the City leadership team, staff, City Council, businesses, community groups, and individual community members. Demonstrating visibility, responsiveness, transparency, and empathy in communications with the community such as with neighborhood associations, special interest groups, businesses, and other individuals and/or groups including marginalized, LGPTQ+ and Mezo-American communities. A respectful personal communication style

that encourages collaboration and two-way dialogue is necessary. The candidate should be a good listener and possess verbal and written communication skills that are clear, substantive, and concise.

- **Experience with effective workforce development** to foster employee recruitment, professional growth, accountability, and retention. An ability to integrate Police Department workforce goals and objectives consistent with the City's. Skills to effectively manage employee life cycle elements such as officer recruitment and hiring, training, evaluation and accountability practices, union relations and labor negotiations, and measures that promote staff retention are essential as a partner with the Human Resources Department.
- **A commitment to collaborative interdepartmental coordination** as an integral and participatory member of the City leadership team. Demonstrate an ability to see the organization-wide view and seek team-oriented solutions, while effectively representing the Police Department. Coordinate Police Department activities with other departments to maximize the City's overall effectiveness. Share the overall interests of the organization with department staff to foster greater inter-departmental understanding and collaboration.
- **Ability to maintain, enhance, and strengthen inter-agency relations** through effective representation, communication, coordination, and collaboration. The Chief of Police should continue to foster and lead on-going professional relationships with other area law enforcement agencies that promote effective service

delivery, mutual respect and trust, cost efficiencies, and regional cooperation. As such, the Chief of Police is expected to have a visible presence in peer agency discussions, meetings, and events. Continue collaborative efforts with area human service agencies, non-profit organizations and other federal and state agencies in service to the Newport community.

- **Professional and modern police training skills** based in direct experience as command as well as frontline staff with an understanding of current challenges and best practices for law enforcement in small towns/ departments. A commitment to staying up to date by participating regularly in a variety of local, county, state, and other meetings or trainings as much as practicable. Experience or training related to cultural competency, responding to mental health crises, de-escalation methods, as well as traffic, parking and code enforcement are desired. Provide opportunities for officers and staff to develop their professional skills through assignments and training. Apply these skills in a coastal environment with tourism and short-term rental challenges.
- **Strong department budget development and management skills** that can allocate resources appropriately to provide high quality law enforcement services and conserve organizational assets when possible. The ability to cooperatively develop a

comprehensive long term budget planning approach aligned with City priorities that maintains the Police Department fleet, facility, and equipment investments; offers competitive personnel pay and benefits; and includes other constructive measures to enhance department efficiency and service delivery all while remaining fiscally prudent is essential.

- **Commitment to continuing and enhancing a community focused policing model** that provides responsive services and facilitates regular communication of relevant public safety information with community. Being respectful of all perspectives, open-minded, culturally competent, and approachable with fair and equitable application of the law is essential. The Chief of Police should proactively inform citizens of Police Department activities that may impact them and be able to communicate a long-term vision for public safety provision in the community. Seeking input from people about services and service delivery while maintaining an even-handed approach to differing views and interests is essential.
- **Appreciation of Newport's unique culture** with rich natural beauty, passion for public arts, and culturally diverse and vibrant Newport community. A willingness to be an active and visible member of the community, promote Newport's well-being, and help bring the Newport 2040 Vision to fruition.





DEPARTMENT MISSION: *The mission of the Newport Police Department is to consistently invest available resources toward our City's reputation as a safe place to live, work, play, learn, and visit. This will be accomplished by complying with professional standards established by the Oath of Office, Professional Code of Ethics, and Administrative Directives. We will perform in a manner that promotes the public's trust, confidence, and sense of safety and security.*

POLICY PRIORITIES

The Chief of Police will be expected to support, facilitate, and/or implement the following priorities for the Department and City organization:

Workforce Development: The Newport Police Department has been led by the current Chief of Police who is retiring after eight years in the position. The next Chief can expect to take the helm of a well-functioning and respected department whose staff serve the community with pride. With some turnover in recent years, the department has a distinctive mix of early career and experienced officers who enjoy serving the Newport community. The management team consists of the Chief, two Lieutenants, and an Executive Secretary that have updated records management software, employ Lexipol policies and develop procedures to meet the ongoing requirements of the department. Officer retention will continue to be a priority. The Chief of Police is expected to seek ongoing training, special assignment and development opportunities to guide staff and enhance

their professional growth while upholding accountability standards for all within the Department. The Chief is expected to demonstrate a commitment to diversity, equity, and inclusion with the ability to promote its principles with employees in the day-to-day operations of the department. The Chief will be expected to ensure new officer candidates' skills and dispositions foster a cohesive and effective organizational culture, retention, in an attractive 21st century work environment consistent with the Newport community values.

Community Engagement: The Newport Police Department enjoys broad support from the community and holds a number of meaningful activities, annual community engagements and events to continue strengthening community relations. Community engagement activities are broadly inclusive of the people of Newport and have recently involved Latiné, Ukrainian and other eastern European, indigenous Native American, and South American populations. Community engagement also includes partnerships with the local schools, community college and Oregon State University. The Newport community is accustomed to interacting with Police Department personnel, including bilingual community outreach staff and other Department resources at these community events. The department also offers a Citizen's Police Academy for community members. The next Chief of Police will also be expected to participate in discussions and decisions related to new or enhanced community engagement approaches. These might include consideration of a School Resource Officer (SRO) program.

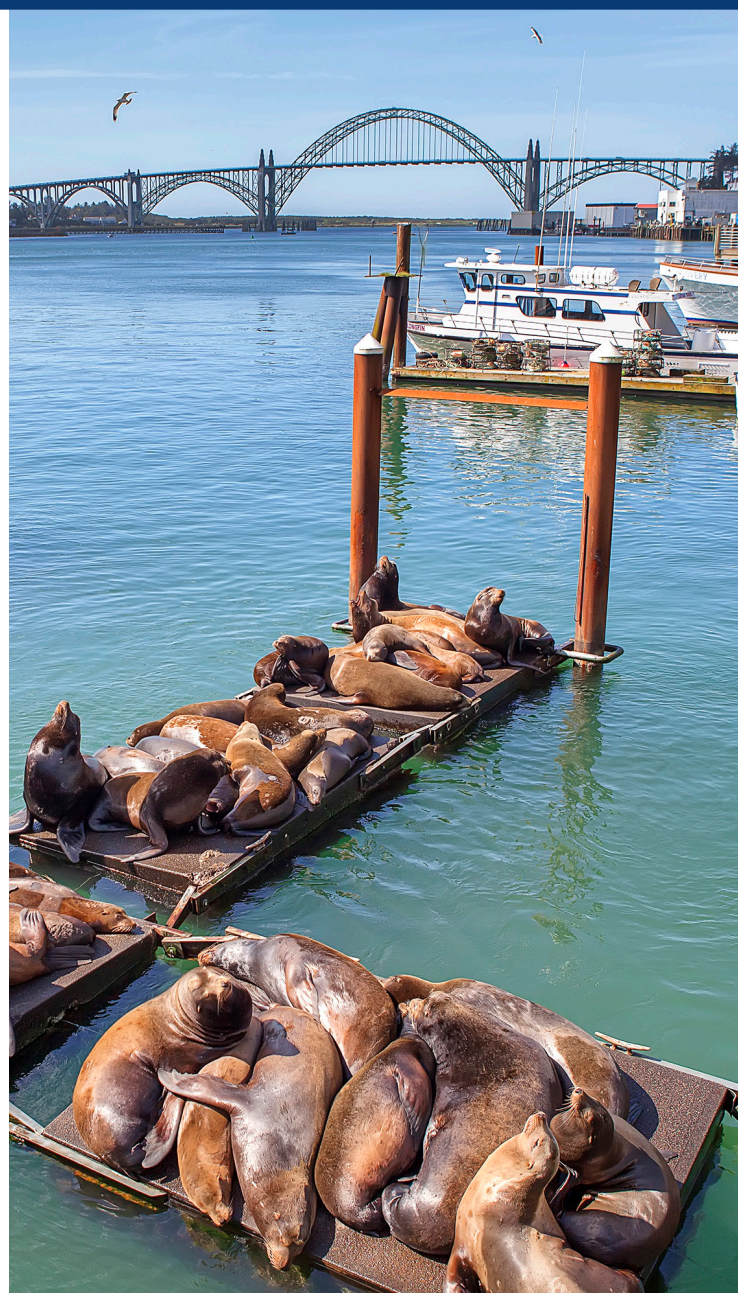
Current Policing Issues: Newport, like many other communities, is experiencing issues with homelessness and public camping by people who may be transient or otherwise challenged by the high cost of housing on the coast. The City has created time, place and manner restrictions on camping when suitable shelter is not available. Police Department staff will be key players in implementing this (or any) new ordinances. Some of these people may also have mental health or addiction-related behaviors. The Oregon Legislature recently repealed much of a package of laws referred to as Measure 110 that decriminalized possession of many heretofore illegal narcotic substances. The Newport community expects

workable compassionate solutions to these challenges. Newport Police and its partner agencies will be challenged to implement these legislative changes.

EDUCATION, CERTIFICATIONS, & EXPERIENCE

A Bachelor’s degree in Public Administration, Law Enforcement, Criminal Justice, Social Science, or related field, as well as at least seven (7) years of progressive, responsible police department experience with increasing levels of responsibility in management and supervisory positions including at least five (5) years of command experience. required. Satisfactory and equivalent combination of education and experience that demonstrates knowledge, skills, and ability to perform the described duties of the position will be considered.

Additionally, the candidate must be eligible for the Department of Public Safety Standards and Training (DPSST) Executive Law Enforcement Certificate within one year of accepting the position, meet all DPSST standards, possess and maintain a valid Oregon license to operate a motor vehicle with an acceptable driving record, and able to pass a thorough background check as well as medical and psychological evaluation. Participation in advanced or executive law enforcement management programs (e.g., FBI Academy, Southern Police Institute) or equivalent executive leadership training is desired. Other knowledge and physical requirements of the position can be found in the official job description.



RECRUITMENT PROCESS

Applications Due	Thursday, January 16, 2025
Preliminary Online Video Interviews	Week of January 20, 2025
Finalist Interviews & Selection	Week of February 10, 2025

For additional details, required application materials, and instructions on how to apply, please visit www.jensenstrategies.com/recruitment/newportpolicechief

Questions may be directed to:

Emily Rehder, Jensen Strategies, LLC
503-477-5615 or emily@jensenstrategies.com

The City of Newport is an Equal Opportunity Employer.