



WELCOME TO MADRAS

WHY APPLY?

This is a fantastic opportunity to lead a community-centered police agency in Madras, known as the “Gateway to Central Oregon” and located at the intersection of two major state highways—Highway 97 and Highway 26. As the county seat and most populous city in Jefferson County, Madras has just over 8,000 residents—small enough to be agile, yet large enough to accomplish big things.

The Madras Police Department is a well-managed organization staffed by a young and experienced team of commissioned officers and professional support staff. Department members have a phenomenal can-do culture with a family atmosphere and a strong emphasis on community policing. The City Council and community want what is best for Madras and are very supportive of the police department and all City services, making Madras a welcoming and engaged place to serve. If you’re looking for a friendly, supportive community with a small-town feel—and a workplace of dedicated professionals who strive to deliver excellent in-person police services—this may be the right opportunity.

Dear Colleague,

GMP Consultants is assisting the **City of Madras**, Oregon in finding a **Police Chief**. Perhaps this is the right time in your career to consider this exciting opportunity. If not, would you please pass this on to others who may be interested?

Thank you for your consideration and assistance.

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THE CITY OF MADRAS

Established in 1910, the City of Madras serves a rapidly growing community of over 8,200 with a 2025 budget of \$40 million and a team of 45 FTEs. Departments include Administration, Community Development, Finance, Police, and Public Works. The City operates under a mayor-council form of government with six council members elected at-large to a four-year term. The Mayor is elected to a two-year term and only votes in the event of a tie. Mayor Mike Lepin has served in the position since January 2023, and City Administrator Will Ibershof since October 2023.

THE POLICE CHIEF

Reporting to the City Administrator, the Police Chief is responsible for the full scope of Police Department operations and is accountable for achieving departmental goals and objectives.

The Madras Police Department operates with a budget of \$3 million and a staff of 15 FTEs: Police Chief, Records Specialist, Evidence Technician, Detective, two Patrol Sergeants, and nine Patrol Officers. Currently, both a Sergeant and a Patrol Officer position are open. Both commissioned supervisors were promoted from within the agency in the past five years, reflecting the city's commitment to developing leadership internally. Since 2014, Police and City Hall have shared a modern facility that enhances operational efficiency and collaboration.

EDUCATION & EXPERIENCE

The Police Chief position typically requires an associate's degree and 5 years of progressively responsible law enforcement experience that includes investigations, training, and leadership. Additional experience may substitute for some higher education.

Requires a valid Oregon State driver's license; a management certification from the Oregon Department of Public Safety, Standards, and Training (DPSST); and the ability to obtain a DPSST Executive Certification.



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Salary Range: **\$117,613 to \$161,379 annually DOQ**

First Review: **November 30, 2025**

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