

# City of Pasco



## POLICE CHIEF



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

## THE COMMUNITY

Located in the heart of the Tri-Cities region of Southeast Washington, Pasco is a vibrant, diverse, and fast-growing community of more than 83,000 residents. Known for its rich agricultural roots, strong sense of community, and multicultural spirit, Pasco offers a place where leadership is both visible and impactful. With more than 300 days of sunshine each year, the region supports an active, outdoor lifestyle that extends well beyond the workday. Miles of riverfront trails along the Columbia River, world-class fishing and boating, and access to scenic landscapes across Eastern Washington provide year-round recreation. Whether it's an early morning run along the river, time on the water, or a weekend exploring open spaces, Pasco offers the kind of balance that supports both personal well-being and professional longevity.

Pasco continues to grow with purpose—investing in infrastructure, public safety, and community development while maintaining a strong connection to its identity. From the revitalization of downtown and the Broadmoor area to expanding parks and transportation systems, the City is planning and building for the future—while honoring the traditions and stories that brought us here. As an organization, we are collaborative, creative, and driven by a “can-do” spirit.

Here, service goes beyond the badge. It's an opportunity to lead in a community that values partnership, accountability, and progress – while living in a place that offers space to recharge, reflect, and stay connected to what matters most.

## THE POLICE DEPARTMENT

The City of Pasco Police Department is a progressive, community-focused agency dedicated to delivering high-quality public safety services in one of the fastest-growing and most diverse regions of the Pacific Northwest. Serving a vibrant and multicultural population, the Department is recognized for its positive organizational culture, low staff turnover, and strong commitment to community policing, collaborative partnerships, and proactive problem-solving strategies that build trust and enhance quality of life. The Department is organized into three divisions—Field Operations, Support Operations, and Professional Standards—providing a comprehensive and coordinated approach to service delivery. Notably, the Department has achieved dual accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the State of Washington, reflecting its adherence to the highest professional standards and best practices in law enforcement.

With a strong commitment to innovation, the Pasco Police Department leverages modern technology, data-driven strategies, and forward-thinking leadership to effectively address evolving public safety challenges. The Professional Standards Division oversees training, accreditation, and the regional



Police Academy, ensuring the Department maintains excellence in performance and accountability. Across all divisions, the organization fosters a supportive and professional environment grounded in integrity, accountability, and continuous improvement. This culture provides personnel with meaningful opportunities to serve, lead, and grow, while reinforcing the Department's mission to deliver exceptional service and make a lasting, positive impact in the Pasco community.

## THE POSITION

The City of Pasco Police Chief serves as the executive leader of a full-service law enforcement agency, responsible for planning, organizing, and directing all departmental operations to ensure the safety and well-being of the community. Reporting to the City Manager, the Chief provides strategic vision and oversight for law enforcement services, including patrol, investigations, crime prevention, and traffic safety, while developing and implementing policies, programs, and long-range plans aligned with City Council priorities and evolving community needs. The Police Chief must actively engage and collaborate with seven (7) fellow department heads, fostering strong partnerships to support and advance the continued success of the City. The Police Chief oversees three direct reports, 99 staff, and a biennium (2025-26) budget of approximately \$52 million. This position oversees all personnel and operational functions, including staffing, training, internal affairs, labor relations, and performance management, and ensures the Department maintains the highest standards of professionalism, accountability, and service. Assignments may include but are not limited to:

- Plans, develops, implements, and evaluates new programs or revises existing programs to meet community law enforcement needs or achieve activities established by state and federal agencies and the City Council, as requested and approved by the City Manager.
- Directs and develops short- and long-range plans, goals, and objectives for assigned operations.

- Plans workloads and staff assignments, monitors and analyzes police calls and crime trends, and directs changes in operations as needed to assure services are provided in an efficient and timely manner.
- Conducts and oversees performance evaluations, and initiates and implements disciplinary actions as warranted.
- Plans and directs police training programs through subordinate personnel.
- Oversees internal affairs investigations to address allegations of employee misconduct. Recommends and carries out corrective or disciplinary action as necessary.
- Oversees the maintenance of all police equipment and property.
- Establishes policies, procedures, regulations, work methods, and performance standards to assure the efficient and effective operation of the Police Department in compliance with city standards and federal, state, and local laws.
- Responsible for the fiscal functioning of the department.
- Directs the preparation and administration of department budget based on staffing and resource requirements, cost estimates, and objective and goals.
- Represents the City on committees and commissions regarding public safety issues and coordinates department activities with local, state, and federal agencies with apprehension and detention of wanted persons and other law enforcement matters.
- Provides technical support to the City Manager, Mayor, and City Council including the interpretation and application of policy and procedure, developing recommendations regarding public safety matters, and interpretation of legislated changes as they affect assigned functions.

## OTHER JOB FUNCTIONS

- Participates in labor negotiations and employee relations matters.
- Makes presentations to community groups and meets with media to provide information and receive input regarding major issues and police services.
- Directs the resolution of inquiries, complaints, problems, or emergencies affecting the availability or quality of services. Responds to the most sensitive or complex inquiries of service complaints.

As a key member of the City's executive leadership team, the Chief represents the City in regional, state, and federal partnerships; advises the City Manager and elected officials on public safety policy and legislative impacts; and actively engages with the community, media, and stakeholders to foster transparency, trust, and collaborative problem-solving.

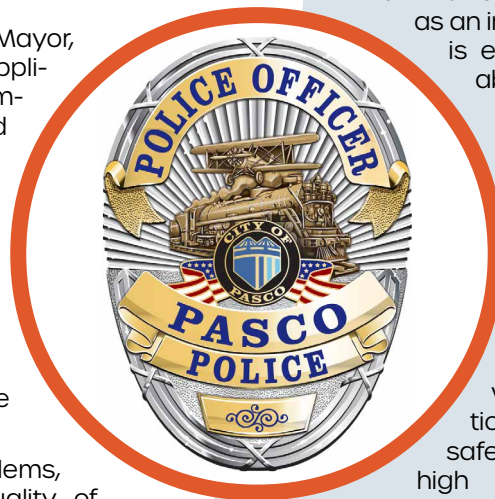


## THE IDEAL CANDIDATE

The City of Pasco seeks a Police Chief with a demonstrated commitment to community policing values and a proven track record in the successful development and implementation of strategic service delivery that promotes accountability, transparency, fiscal management, trust, and enhanced community relations.

The ideal candidate is a steady, credible leader who builds upon an already high-performing, well-managed department by reinforcing its strengths and sustaining forward momentum. This is an opportunity to guide a respected organization through measured, thoughtful evolution. The successful candidate will bring strong cultural credibility with sworn and professional staff, while serving as a trusted and collaborative member of the City's executive leadership team. The next Police Chief will lead with visibility, accessibility, and authenticity—calming organizational anxiety during periods of fiscal pressure or operational stress, while maintaining high standards of professionalism, discipline, and morale. A strong understanding of how municipal government functions as an interconnected enterprise is essential, along with the ability to align departmental priorities with broader City goals.

The next Chief will demonstrate sound business acumen and fiscal discipline, effectively leading the department through the transition to zero-based budgeting while maintaining operational integrity and public safety. They will possess high emotional intelligence, recognizing and constructively addressing the inevitable organizational challenges while fostering a culture grounded in accountability, trust, and resilience. This leader will actively engage regional partners across the Tri-Cities, position Pasco as a model agency statewide, and demonstrate cultural competence



in serving a predominantly Hispanic/Latino community. Equally important is a commitment to strengthening officer wellness and mental health, normalizing support systems and leading by example to dismantle outdated cultural stigmas. The ideal candidate will also bring experience managing labor relations with both respect and clarity, developing future leaders, and preparing the department for sustained growth—ensuring it remains innovative, scalable, and responsive as the community evolves.

**Experience/Education:** Any combination of education, training, and experience that provides the knowledge, skills, and abilities required to perform the essential functions of the position is qualifying. Typical qualifications include: High school diploma or GED and minimum of fifteen (15) years of progressively responsible law enforcement experience, including: 1) At least ten (10) years in a supervisory capacity and, 2) At least five (5) years in an administrative or command-level role. Demonstrated leadership experience in law enforcement operations, personnel management, and organizational administration is required.

**Preferred Qualifications:** Bachelor's degree in Criminal Justice, Public Administration, Police Science, or a related field; Master's degree in Criminal Justice, Public Administration, or a related discipline; Completion of advanced executive law enforcement training, such as FBI National Academy and/or Command College, or an equivalent executive leadership program; Experience serving diverse communities, with a demonstrated cultural competency and engagement with Hispanic/Latino populations; prior experience as a Police Chief, Deputy Chief, or in a comparable executive leadership role; bilingual or multilingual skills.

**Licenses/Certifications/Other Requirements:** Certain licenses and certificates, if required, may be acquired on the job as agreed upon by the City and employee: Valid Washington State driver's license; Certified police academy graduate; physical capability as determined by a standard physical examination; and fulfill the requirements prescribed under RCW 35.21.333 regarding Chief of Police Eligibility requirements.

## COMPENSATION AND BENEFITS

The annual salary range for the Police Chief is \$154,020 - \$223,992; placement within this range depends on qualifications and experience. The City also offers an attractive benefits package including:

**Retirement** - Provided through The Department of Retirement Systems - PERS II and PERS III.

**Health Plan** - Employees shall be entitled to participate in the City-sponsored health plan including medical, dental, and vision, as well as optional benefits.

**Vacation** - 24 days per year.

**Holidays** - Employees receive 11 paid holidays annually (10 scheduled and one (1) floating).

**Sick Leave** - Accrual per pay period is 3.7 hours with a maximum accrual allowed of 960 hours.

**Other Benefits include** - Guardian long term disability, Employee Assistance Program, HRA VEBA (2% salary deferral), Flexible Spending Plan (pre-tax deduction for medical, dental, and child care), AFLAC insurance, LifeQuest Fitness membership discount, flexible schedule, and tuition assistance.

## TO APPLY

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

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

**Filing Deadline:**  
**May 17, 2026**

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 & 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 City of Pasco. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

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

(916) 784-9080

