



City of DuPont

Deputy Chief of Police

Recruitment Announcement



The City of DuPont seeks a talented, law enforcement executive to serve as the DuPont Police Department's next Deputy Police Chief. This is an exciting opportunity to be part of a forward-thinking, community-minded organization that serves with duty, professionalism and dedication.



The primary mission of the DuPont Police Department is to protect life, fight crime, uphold individual rights and support the community.



Bryan R. Moore
Chief of Police

DuPont Police Department
1780 Civic Drive
DuPont, WA 98327
(253) 964-7060



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DUPONT COMMUNITY

Established in 1909, DuPont is located in beautiful Pierce County, Washington adjacent to the west coast's largest military installation, Joint Base Lewis-McChord. Tucked against the Nisqually Reach along the southern end of Puget Sound, about 15 miles north of Olympia and 20 miles south of Tacoma along the I-5 corridor, the City of DuPont is a small-town community bolstered by rich history and strong commercial growth.

The City boasts nearly 500 acres of open space and natural areas and maintains 50 acres of developed parks as well as 12 miles of trails and bike lanes. Puget Sound offers opportunities for fishing, boating and other watersports. Adventurers can head over to Anderson Island for camping, swimming and wildlife watching. Golfers have their choice of several championship courses, including The Home Course in DuPont.

DuPont is also home to a wide variety of local businesses as well as several corporations, including CalPortland, Amazon, Kimberly Clark, FedEx and Dania, and the community pairs its commercial success with an exceptional quality of life for its residents.



DUPONT QUICK FACTS

Population: 10,180

Square Miles: 5.8

Median Age: 35

Median Household Income:
\$114,423

Median Home Price: \$565,000

City Parks: 18 parks, 50 acres

Community Events : 17

Avg High Winter Temperature:
46 degrees

Avg High Summer Temperature:
78 degrees

CITY GOVERNMENT

The City of DuPont is a code city with a mayor-council form of government. The City Council consists of seven part-time, nonpartisan members elected at large to serve staggered, four-year terms with elections held every two years. The Chief of Police, a vital member of the City's executive management team, reports to the City Administrator.





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DEPARTMENT INFORMATION

The DuPont Police Department is committed to being adaptable and forward-thinking to meet the ever-evolving challenges facing our city and surrounding communities. Building relationships with our community is a top priority and the DuPont Police Department strives to provide the highest quality police services possible to maintain the quality of life that is cherished by those who reside, work and visit the City of DuPont. Department members take pride in our core values - Duty, Professionalism and Dedication (DPD). The Department offers a progressive, career-oriented police agency that provides an ethical and supportive working environment for every team member. With strong leadership, the Department aims to maintain a healthy work-life balance, while still having a fully equipped and well-trained police force that is ready to address our community's public safety needs.

In addition to primary assignments, the Department also has opportunities for officers to become certified instructors in Defensive Tactics, Firearms and Less Lethal Weapons.



Units, teams and assignments include:

- Field Training Officer
- Corporal Officer
- Detectives
- Crime Response Unit / Special Investigations Team
- Peer Support
- SWAT (Regional Team)
- Accident Investigation (Regional Team)
- Motor Officer
- Commercial Vehicle Team



DEPARTMENT STRUCTURE

Chief	1
Deputy Chief	1
Sergeants	3
Police Officers	11
Support Personnel	2





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IDEAL CANDIDATE: PROFILE

The City of DuPont seeks a talented Deputy Police Chief who demonstrates a clear command presence balanced with well-developed interpersonal skills. The Deputy Chief reports to the Chief of Police and is responsible for the management of operations as well as other assigned duties. Those duties may include policy and procedure development, special event planning, patrol scheduling, budget preparation, coordination of hiring, evaluations of personnel performance, records, oversight, emergency management and complaint investigations. The Deputy Chief will oversee, actively mentor and train supervisors and future leaders within the Department.

The ideal candidate is a proven leader who is both forward-thinking and community minded. This person has strong communication skills, excellent judgment and the ability to lead, motivate, influence and guide staff and customers. Touchstones for this person are accountability, efficiency and transparency.

ESSENTIAL DUTIES:

- Provides executive direction to Command Staff and Sergeants to ensure that departments goals and objectives are met.
- Supports the Chief of Police in the development of annual plans and objectives and long-range planning to provide optimum support for the Department's ongoing operations.
- Ensures the effectiveness of Department personnel in performing their assigned duties through hiring, supervising, evaluating and training staff.
- Performs the duties of the Chief of Police in their absence.
- Performs a variety of community relations activities to establish and maintain an effective public image and communication network for the Department.
- Provides emergency direction to police operations as required.

QUALIFICATIONS/REQUIREMENTS:

Knowledge of: Current practices in management of municipal police departments; federal, state, and local laws as well as regulations pertaining to the conduct of law enforcement operations; the application of department accreditation requirements; labor relations and contract negotiations; principles of supervision, training, mentoring and performance evaluations; and emergency incident / unified command.

Skill in: Administrative services, to include human resources, recruiting and hiring, training, media relations, project management, conducting / overseeing investigations of employee conduct and police budgets.

Ability to: Work in cooperation with local, state and federal partners; establish and maintain effective relationships with the community, department personnel and city employees; exercise sound judgment in critical situations; and communicate effectively in written and oral form.



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EDUCATION AND EXPERIENCE:

Eight (8) years of law enforcement supervision at the level of sergeant or higher with a general, full-authority police agency (state, county or municipal). Extensive experience in patrol operations, traffic management, criminal procedure, community policing and incident command is required. Supervision in investigations, in addition to patrol operations, is highly preferred.

An Associate's degree in criminal justice, police science or related field is required. A Bachelor's degree is highly preferred, or any combination of education and experience. A graduate-level training in leadership, law or public administration is also preferred.

Aspiration to become the Chief of Police is desirable. The City is committed to supporting leadership development by providing training and mentorship opportunities, which may include tuition for programs such as the FBI National Academy, Northwestern's School of Police Command and Staff or Police Executive Research Forum's Senior Management Institute for Police (SMIP), subject to available funding and operational needs.

Special Requirements: This position is on 24-hour emergency call and requires the finalist to maintain peace officer certification in Washington which includes successful completion of a comprehensive background investigation and both polygraph and psychological examinations. The finalist is also expected to either possess or have the qualifications to obtain middle-management career level certification through the Washington State Criminal Justice Training Commission. Finalists must also possess or obtain a valid Washington Driver's License.

Candidates who have been out of active-duty law enforcement for more than two years will not be considered.





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COMPENSATION AND BENEFITS

The City of DuPont has established an annual salary range of \$124,465 - \$144,941 for this position. The City offers exceptional health benefits, featuring 100% covered family medical insurance with employees paying only a \$50 monthly coinsurance, fully covered vision insurance and affordable dental premiums ranging from \$2.22 to \$59.74 per month based on plan selection. Retirement benefits include participation in the WA State DRS LEOFF system and a \$100 monthly city contribution to one of three deferred compensation 457(b) plans. The Deputy Chief is an FLSA exempt position.

The City of Dupont is also committed to promoting work-life balance and supporting employee well-being through flexible and alternative work schedules, along with generous time-off benefits. These include 168 vacation hours (front-loaded each January), seven floating holidays and 11 paid holidays annually.

APPLICATION INSTRUCTIONS

All applicants must submit a resume (Three pages maximum) and a cover letter that describes your experience, leadership style and why you are interested in the position. Packets must be submitted to the Washington Association of Sheriffs and Police Chiefs (WASPC). Electronic submission is preferred and can be submitted to Rachelle Harwood at rharwood@waspc.org. Cover letter and resume are due by 5:00 pm (PST) on Wednesday, February 11, 2026. Questions can be addressed by Bryan Jeter, WASPC Executive Recruitment Coordinator at bjeter@waspc.org.

RECRUITMENT SCHEDULE

January 12 – Applicant Period Opens
February 11 – Applicant Period Closes
TBD – Candidate Interviews

