

POLICE CHIEF

CITY OF MADRAS, OR



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 for you.



WELCOME TO MADRAS

Located in the high desert of Central Oregon less than an hour north of Bend, Madras is a growing community of 8,200 residents and the seat of Jefferson County. Sitting at an elevation of approximately 2,242 feet, Madras enjoys over 300 days of sunshine per year and panoramic views of the magnificent Cascade Mountain Range.

Residents appreciate Madras’s rural, small-town feel combined with access to major amenities and employers such as the nearby Apple and Facebook data centers. The local economy also benefits from the Deer Ridge Correctional Institution, Oregon’s newest prison. Agriculture plays a key role here as well, especially in producing high-value specialty crops like Kentucky bluegrass seed and peppermint. Oregon State University’s local agricultural research center estimates that Jefferson County alone supplies 70% of the world’s market for hybrid carrot seed.

The regional community gathers for annual events throughout the year, including the Jefferson County Fair & Rodeo, Pi-Ume- Sha Treaty Days Powwow, Airshow of the Cascades, and Madras Munchies & Movies. Madras is also home to the Jefferson County Event Complex, a 50-acre, park-like venue with nearly 100,000 square feet of facility space that hosts around 200 events and welcomes close to 100,000 visitors annually.

Madras hosts a branch campus of Central Oregon Community College and boasts a state-of-the-art aquatic center with amenities such as a lap pool, leisure pool, lazy river, and a 100-foot water slide. The city's municipal airport, once a World War II training base for B-17 pilots, is now classified as a 'heavy' airport and serves as the base for Erickson Aero Tanker, a crucial contributor to wildland fire suppression in the region.

Centrally located between Mount Hood to the north and the larger cities of Redmond and Bend to the south, Madras provides year-round access to diverse outdoor activities. The city sits within reach of four ski resorts, while nearby Cove Palisades State Park and Lake Billy Chinook offer 72 miles of shoreline perfect for boating, fishing, hiking, and wildlife viewing. Madras East Hills is an expanding trail network popular with mountain bikers, and the Madras Bike & Skate Park serves as a lively downtown spot for families and thrill-seekers alike. Redmond Municipal Airport, 28 miles south, connects the region with major cities.

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 City of Madras is a dynamic organization known for long-range planning, innovative economic development strategies, and progressive development. Over the past decade, the City has proactively addressed industrial land needs, leveraged its municipal airport to attract new industries, and strategically used local assets to bring trade-sector businesses to the area. Despite its small size, Madras has built a strong reputation for creatively securing and utilizing local, state, and federal funding to improve infrastructure and eliminate barriers to business expansion.



THE POLICE DEPARTMENT

The mission of the Madras Police Department is to “work with all citizens to preserve life, maintain human rights, and protect property; to hold ourselves accountable to our community and to recognized industry standards; to reduce crime, and the fear of crime, by facilitating positive police-citizen contacts.”

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.





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THE POLICE CHIEF

The Police Chief is responsible for the full scope of Police Department operations and is accountable for achieving departmental goals and objectives. The Chief plans, organizes, directs, and integrates all activities of the Police Department to protect life and property through law enforcement and crime prevention. Responsibilities include continuously analyzing and evaluating operations and trends to ensure efficiency and quality of service. The Chief also maintains professional discipline within the Department and ensures that all employees receive proper training.

The Chief reports to the City Administrator and participates in City Council meetings. As a Director within City Leadership, it is critical for the Police Chief to be a consistent example of commitment, empathy, integrity, and respect. The Police Chief plays a critical role in the City and works together with a supportive City Council and a close-knit group of City Staff.

OPPORTUNITIES & CHALLENGES

Community Relationships

The new Chief will be expected to collaborate with City leadership to strengthen outreach and communication with the city's Hispanic community and the Confederated Tribes of Warm Springs.

Recruitment and Retention

Like many departments across the country, the Madras Police Department faces ongoing challenges with recruiting and retaining officers. The new Chief will be expected to implement forward-thinking strategies to attract and retain high-quality personnel.

Commitment to Public Safety

The new Chief will benefit from strong City Council support for public safety as their top priority, demonstrated by recent investments in new patrol vehicles and expanded staffing.



IDEAL CANDIDATE TRAITS

- Innovative with a demonstrated ability to see the big picture.
- Embraces technology and will exhibit enthusiasm, creativity, and bring fresh ideas.
- Will build on the agency's positive work culture and relationships, and lead by example.
- Will treat all people with dignity and compassion, and respect diverse points of view.
- Will hold self and agency employees accountable for performance and professional best practices.
- Will be interactive, authentic, and demonstrate humility with a people-centered management approach.
- Will demonstrate strong leadership by joining officers on patrol and supporting their team both in and out of the office.
- Has strong interpersonal skills, emotional intelligence, and ability to communicate openly, professionally, and effectively—both in-person and in writing.
- Is a tactful team player and collaborates with peer department heads, agency staff, elected officials and Sheriff's Office staff with mutual respect.
- Mentors future leaders and encourages ongoing education and training for all staff.
- Brings tenured, stable leadership and a successful work history in public safety management.

EDUCATION & EXPERIENCE

The 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.

COMPENSATION & BENEFITS

The City of Madras offers an annual salary range of \$117,613 to \$161,379 for this position, depending on qualifications and experience, along with a comprehensive benefits package and potential relocation support.

- Low premium medical, vision and dental insurance
- Comprehensive Employee Assistance Plan
- Accrued sick leave
- 60 hours of Management Leave, accrued at 5 hours per month
- Group basic term life insurance
- Long-term disability insurance
- 12 paid holidays
- Healthy vacation package
- 100% City paid PERS
- Optional dependent care savings account
- City paid health care deductible via annual HSA funding
- Optional Met Life Accident/Hospital/Critical Illness Insurance



RESOURCES

[Madras Police Department](#)

[City Budgets](#)

[City Strategic Goal 2025-2026](#)

[Police Call Logs](#)

[Jefferson County Economic Development](#)



TO APPLY

Apply Online: gmphr.com

First Review: **July 21, 2026**

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