

A NATIONAL SEARCH

is underway for a new Chief of Police

Tukwila, Washington



CHIEF OF POLICE

THE CITY OF TUKWILA, WA

THE **01.** OPPORTUNITY



CITY OF
TUKWILA

The City of Tukwila, Washington, invites accomplished and forward-thinking law enforcement leaders to apply for the position of Chief of Police. Located in the heart of the Seattle/King County metropolitan region, Tukwila offers an exceptional opportunity to lead a well-resourced police department serving a welcoming, culturally diverse, and dynamic community with significant regional activity.

The next Chief will build upon the police department's strong foundation and work collaboratively with residents, employees, businesses, community organizations, elected officials, and regional partners to further strengthen police-community relationships, deepen public trust, advance effective community policing, and enhance safety throughout the city. Tukwila seeks an experienced, visible, and compassionate leader who is committed to equitable and responsive public safety, values meaningful community engagement, and is energized by the opportunity to serve a community distinguished by its diversity, resilience, and strong sense of belonging.

THE CITY OF **TUKWILA**

Located centrally in the Puget Sound Region, Tukwila is a welcoming and highly accessible city of just over 23,000 residents. Encompassing approximately 9.7 square miles, immediately south of Seattle, Tukwila is well-connected, only minutes from the Seattle-Tacoma International Airport. The Link light rail, Sounder commuter rail, Amtrak Cascades, regional bus service, and major highway corridors connect the city to employment centers and destinations throughout the region.

Tukwila is among the region's most culturally and linguistically diverse communities. People from around the world have established homes, businesses, places of worship, and community organizations throughout the city, contributing to Tukwila's distinctive identity and strong sense of community. The city is committed to equity, inclusion, and meaningful community engagement, and partners with local and regional organizations to connect residents—including immigrants, refugees, and newly arrived families—with essential services and

opportunities. The City is proud of its diversity and considered a welcoming community for all.

Tukwila's presence extends far beyond its residential population. The city is a major center for employment, commerce, transportation, hospitality, and recreation, with more than 40,000 jobs and an estimated daytime population of about 150,000. The Southcenter area and central business district is a prominent regional destination for retail, dining, hotels, entertainment, office space, and industrial activity.





Residents, workers, and visitors benefit from a wide range of community amenities, including Westfield Southcenter mall, Starfire Sports complex, and many recreational opportunities on parks and trails along the Green and Duwamish rivers including Foster Golf Links and the Tukwila Community Center. These destinations contribute to Tukwila's vitality and make the city an important gathering place for the broader region.

Tukwila's central location, diverse workforce, strong commercial base, and proximity to Seattle and Seattle-Tacoma International Airport create significant opportunities for continued investment and thoughtful growth. The city's substantial daytime population also shapes the scale and complexity of municipal operations.

The city provides police services, municipal court operations, neighborhood, park, and public-space maintenance, essential transportation, utility, and public infrastructure, parks and recreation, human services, and building, planning and permitting services. Tukwila recently annexed to the Puget Sound Regional Fire Authority which provides fire and emergency medical services.

As Tukwila continues to grow and evolve, the City is focused on expanding housing choices and affordability, responding to homelessness and meeting the needs of people in the community, improving mobility, renewing aging infrastructure, protecting the natural environment, and advancing equitable access to services and opportunity throughout the community.



03. CITY GOVERNMENT

The City of Tukwila operates under the mayor–council form of government. The Mayor is elected at large for a four-year term and serves as the city’s chief executive officer.

The Mayor, assisted by the City Administrator and Deputy City Administrator, oversees and directs city departments and employees, ensures that laws and ordinances are enforced, carries out city policies, and prepares and submits the proposed budget. The Chief of Police is appointed by the Mayor, subject to confirmation by a majority vote of the City Council. The Chief reports to the Mayor and day-to-day operational direction comes from the City Administrator. The seven-member City Council serves as the legislative and policy-making

body. Within their distinct roles, the Mayor and City Council work collaboratively to establish priorities and respond to Tukwila’s complex municipal and regional service demands. City Departments including Community Development, Parks & Recreation, Public Works, Finance, and Community Services & Engagement are expected to coordinate together with the Police Department to provide safe, healthy, and inviting services to the Tukwila community, aligned with City Values: Caring, Professional and Responsive.

MISSION

As an involved part of the Tukwila community, the Police Department’s mission is to provide public safety services that are professional, compassionate and transparent.

As individuals and teams, we are committed to earning the public’s trust with skills, professionalism and collaboration.

VISION

All Tukwila neighborhoods and communities feel protected and respected in their times of need.

04 THE TUKWILA POLICE DEPARTMENT

The Department is guided by a recently completed a Strategic Plan which focuses on connecting with a diverse community, maintaining effective preventive and responsive law enforcement, and collaborating with regional agencies.

The Mission and Vision are commitments that recognize public safety depend not only on effective enforcement and emergency response, but also on legitimacy, accessibility, respectful treatment, and sustained relationships with the people the Department serves.

The Tukwila Police Department is a full-service municipal law-enforcement agency with a budget of \$29.5 million with authorized staffing of 77 commissioned officers and 23 non-commissioned professional staff. Police staff are all part of Tukwila's civil service system and represented by Teamsters 117, Teamsters 763 and United Steelworkers. In 2020, the City of Tukwila Police and municipal court moved into a new, modern justice center building located on Tukwila International Blvd. Together, TPD employees work in one of five divisions, each led by a police commander or civilian manager who reports to the Deputy Chief as follows:

- The Patrol Division serves as TPD's most visible presence in the community with officers responding to calls for service throughout the city.
- The Investigations Division is made up of investigators and specialty personnel who follow up investigations involving serious crimes against people and property, fraud, financial and white-collar crime, and other complex cases.
- The Special Operations Division includes the traffic unit, school resource officer, and special emphasis unit.
- The Professional Standards Division is responsible for internal affairs investigations, training, press information officer, and recruiting.

The Records Division is responsible for the management of records, evidence and property control, public disclosure, data entry into state and national criminal justice systems, crime and information analysis, Justice Center support, and other administrative services to support residents and officers.

The next Police Chief will work with a department of dedicated employees who are committed to serving the community while maintaining a visible presence, strengthening organizational performance, supporting staff development and wellness, and using data and technology in a responsible manner.



THE POSITION 05.

The Chief of Police serves as the City of Tukwila's senior law enforcement executive, providing overall leadership and strategic direction for the police department. The Chief is responsible for overseeing policy development, community engagement, data-driven policing strategies, financial management, and the effective allocation of resources. This role offers the opportunity to advance public safety and organizational performance through modern technology, interagency collaboration, and performance metrics that enhance transparency and community trust.

As the department head, the Chief oversees all administrative and operational functions, including strategy, personnel management, budgeting, and daily operations, while modeling ethical leadership, accountability, and professionalism. The position requires the ability to build strong, collaborative relationships within the department, work effectively with City leadership as a trusted partner and advisor, and build and maintain strong community relationships.

The Chief leads departmental planning and operations by establishing clear goals, assessing organizational performance, and aligning departmental priorities with the Mayor and City Council's public safety objectives and community expectations. In this role, the Chief plays a central part in guiding policy development, succession planning, leadership development, mentorship initiatives, and capital improvement projects that support the department's long-term success. The Chief represents the police department with local, state, and federal partners and provides executive leadership during critical incidents and emergencies.



06. LEADERSHIP OPPORTUNITIES AND PRIORITIES

Strengthening Organizational Culture, Alignment, and Accountability

Tukwila's next Chief of Police will have the opportunity to establish a clear vision and strategic direction for the department while advancing a culture grounded in ethical leadership, professionalism, service, accountability, and teamwork. As the City's senior law enforcement executive, the Chief will set clear expectations, strengthen communication across all levels of the organization, and align employees around departmental goals and the City's broader public-safety priorities, including the Department's re-accreditation. Success will require a leader who engages employees constructively, develops leadership capacity, recognizes strong performance, and ensures the consistent implementation of adopted policies, programs, and operational decisions.

Aligning Staffing and Resources with Service Demands

Tukwila's distinctive workload and substantial regional activity require careful evaluation of how personnel, technology, and other resources are deployed. The next Chief will use workload data, performance measures, service trends, and comparative benchmarks to assess patrol coverage, investigative caseloads, specialty assignments, supervisory capacity, professional staffing, and alternative service-delivery models. This work will provide an opportunity to prioritize core services, improve organizational performance, and ensure resources remain aligned with changing public-safety needs.

Modernizing Community Policing and Engagement

The next Chief will have the opportunity to develop and advance a contemporary community-policing model that integrates engagement, relationship-building, and collaborative problem-solving into daily departmental operations rather than concentrating those responsibilities within a single unit or program. Officers should be encouraged to build sustained relationships with neighborhoods, businesses, schools, faith communities, civic organizations, and all segments of Tukwila's diverse community, including those who may not participate in traditional outreach programs.

Existing efforts, including the Tukwila Community Police Academy, should be evaluated for effectiveness and may benefit from renewed leadership, resources, technology, and broader community participation. Community feedback and measurable outcomes should inform departmental planning and help make engagement a shared organizational responsibility.

Meeting Complex Public Safety Demands in a Regional Destination

The city's substantial daytime population and regional activity create public safety demands more commonly associated with a much larger urban jurisdiction, including organized retail theft, traffic congestion, behavioral health concerns, property crime, major events, and the need for a visible and responsive police presence. The next Chief will have the opportunity to develop coordinated strategies that combine data-driven policing, modern technology, effective deployment, and strong partnerships with businesses, mall management, neighboring law enforcement agencies, service providers, and community organizations. The Chief must also be prepared to provide calm and effective executive leadership during critical incidents and emergencies while ensuring continuity of service throughout the city.



Advancing Workforce Diversity and Professional Excellence

The City seeks to attract, develop, and retain a highly qualified workforce that reflects the diversity of the community and the policing profession. Increasing the representation of women, consistent with the principles of the 30x30 Initiative, as well as broadening outreach to other qualified and underrepresented candidates, will require sustained attention to recruitment, retention, mentorship, professional development, and organizational culture.

Building Trust and Collaborative Partnerships

The next Chief will work with employees, labor representatives, elected officials, City department heads, business leaders, community organizations, faith communities, residents, and regional partners who may bring different perspectives regarding staffing, resource allocation, community engagement, and service priorities. Success will require an accessible and collaborative executive who listens carefully, communicates candidly, and follows through consistently.





THE IDEAL CANDIDATE 07.

The next Chief of Police will be a collaborative, principled, and forward-thinking law enforcement executive with the experience, judgment, and leadership skills to guide the Tukwila Police Department through its next chapter. The ideal candidate will understand the complexities of serving a highly diverse community, build upon the department's operational strengths, and advance a culture of accountability, professionalism, trust, and continuous improvement.

Visible, approachable, and authentic, the Chief will listen carefully, communicate openly, and build productive relationships with employees, residents, businesses, community organizations, elected officials, and regional partners. By making community engagement a department-wide responsibility, the Chief will strengthen public confidence through sustained presence, meaningful partnerships, and collaborative problem-solving.

Within the department, the Chief will establish clear expectations, empower employees without micromanaging, and uphold high ethical and professional standards. This leader will mentor employees, recognize and develop strong performance, and address concerns fairly and consistently. The Chief will also expand recruitment partnerships, strengthen career-development and succession-planning pathways, and support accessible, merit-based hiring and promotional practices that help attract, retain, and develop a highly qualified workforce that reflects the community.

The ideal candidate will embrace contemporary policing, thoughtful innovation, and data-informed decision-making while maintaining operational consistency and a firm commitment to public safety. Through effective planning, communication, training, and performance

evaluation, the Chief will build support for new initiatives, encourage employee ownership, and ensure the department remains responsive to evolving community needs and professional practices.

Recognizing that public safety requires a coordinated citywide approach, the Chief will work closely with the Mayor, City Council, executive leadership team, labor representatives, partner agencies, service providers, and the community. The Chief will serve as a trusted advisor to City leadership, promote collaboration across departments, and represent Tukwila effectively with local, state, and federal partners.

The successful candidate will demonstrate emotional intelligence, procedural fairness, sound judgment, and calm, decisive leadership in high-pressure situations. The Chief must communicate clearly and professionally with employees, community members, policymakers, partner agencies, and the media while providing credible executive leadership during critical incidents and periods of organizational change.

REQUIRED QUALIFICATIONS

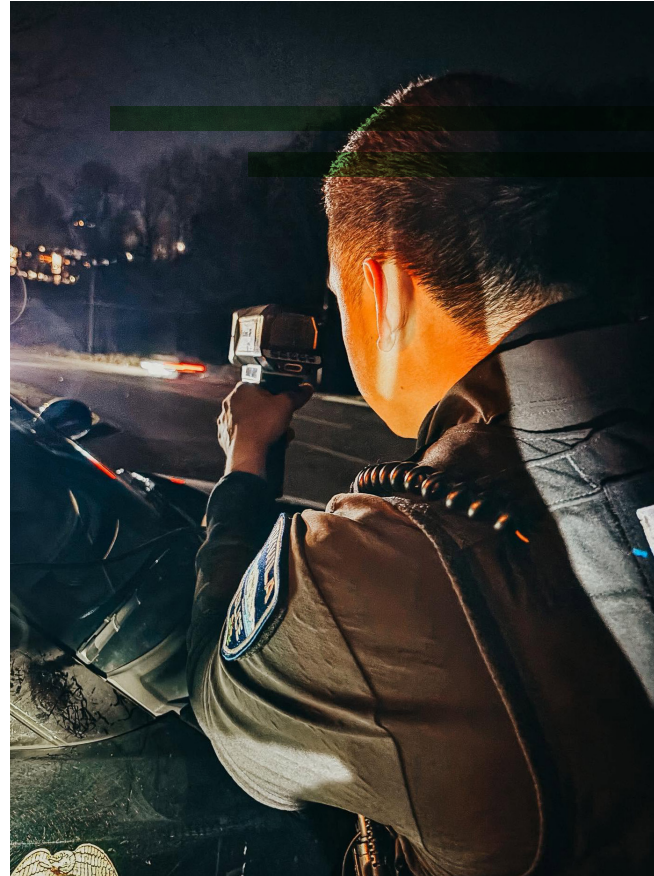
Bachelor's degree in a related field and twelve years of related experience, including three years in a command-level position or an equivalent combination of education and experience sufficient to provide evidence of the likelihood of success performing the duties of the position. A master's degree is preferred.

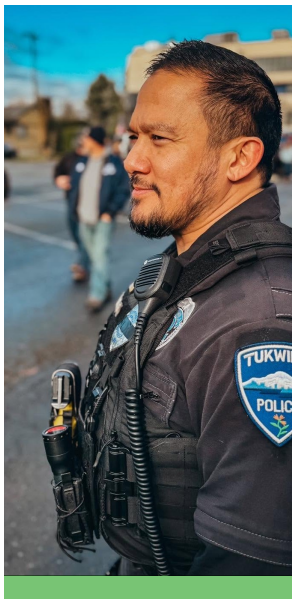
- **A valid driver's license.**
- **Required Washington State Certified Peace Officer or ability to acquire certification within 6 months of employment**

COMPENSATION AND **BENEFITS**



The City of Tukwila offers a highly competitive executive compensation package. The salary range for this position is \$247,308 – \$274,224 annually; placement within the range will depend on the selected candidate's qualifications and experience. The benefits package includes retirement, health insurance, paid leave, professional development opportunities, and other benefits.





NOMINATION AND APPLICATION PROCEDURES

09.

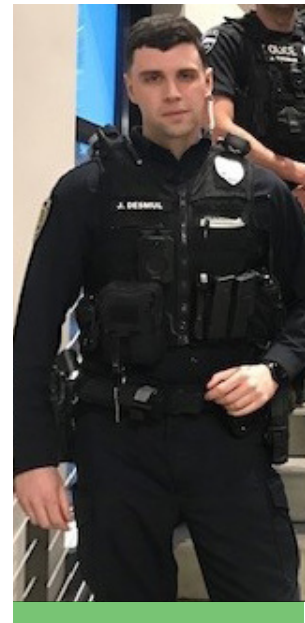
TO APPLY

This position will be considered “open” until a final selection is made. The first review of applications will occur on September 10, 2026. Candidates are strongly encouraged to apply early for optimal consideration. Electronic submissions (strongly preferred) are to be sent to

apply@publicsectorsearch.com and shall include a compelling cover letter, comprehensive resume and list of references. Only the most highly

qualified candidates will be invited to participate in the selection process. After the selection, an offer will follow contingent on the successful completion of a detailed law enforcement background investigation and other City hiring requirements.

Applications received after that date may be considered until the position is filled. References will not be contacted without the candidate's prior knowledge. Only the most highly qualified candidates will be invited to participate in the selection process.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

www.publicsectorsearch.com

**Gary Peterson, President/CEO
Chief of Police (Ret.)**

gary@publicsectorsearch.com

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