THE CITY OF EDMONDS

Known for its scenic views, picturesque waterfront, and charming historic family-friendly downtown that offers a wide range of boutique restaurants, shopping and art galleries, Edmonds is one of the best places to live in Washington. Residents of Edmonds enjoy a multitude of outdoor activities including, whale watching, fishing, festivals, art walks, and many others. The City has two miles of shoreline, 48 well-maintained parks, and an abundance of open space that provide residents and visitors with many recreational options. The active arts and cultural community contribute to the strong sense of civic pride widely shared in Edmonds. There are numerous well-kept residential neighborhoods, a viable economic base, and an active, involved citizenry.

Located on the Puget Sound in southwest Snohomish County, approximately 15 miles north of Seattle, the City of Edmonds is a vibrant city. Edmonds is only minutes away from downtown Seattle via commuter rail, offering residents easy access to Mariners, Seahawks, Kraken, and Storm games. Edmonds offers the perfect combination of suburban comforts with urban excitement.

The Edmonds-Kingston Ferry connects south Snohomish County and North King County with the northern Kitsap Peninsula and points west on the Olympic Peninsula via the Hood Canal Bridge. This ferry route carries the highest number of vehicles and the second-highest number of passengers for all state ferry routes making Edmonds a key transportation hub for the region.

DEMOGRAPHICS

1. U.S. Census Bureau (2019)

The **median household income** in Edmonds is $89,229.
The **median owner-occupied housing value** is $536,900.
17.9% of the population is **under 18 years old** and 21.8% of the population is **over the age of 65**.
CITY GOVERNMENT

Edmonds operates under a mayor-council government, with an elected mayor and a seven-member city council. The mayor is elected to a four-year term and is a nonpartisan position. Former councilmember Mike Nelson was elected as mayor in 2019. The city council’s seven members are elected at-large to four-year terms and serve as the legislative body that establishes city policy.

Mayor Nelson serves as both the Chief Executive Officer (CEO) and the Chief Operations Officer (COO) and manages the City’s $130 million budget, day-to-day business and supervises the City’s daily operations. The City of Edmonds provides a full range of services, including: contracted fire services, police services, a municipal court, a community pool, a regional performing arts facility, public works and utilities, a regional wastewater treatment facility, and a parks and recreation department. The six department directors report directly to the Mayor and oversee approximately 240 full-time-equivalent employees.

EDMONDS POLICE DEPARTMENT

The Edmonds Police Department is a full-service police agency, accredited by the Washington Association of Sheriffs and Police Chief’s (WASPC), and is primary law enforcement agency for the City of Edmonds. Serving a population of 42,000, Edmonds shares the dynamics and challenges that impact police services in most smaller cities in the Seattle Metropolitan Area but is still recognized as one of the safest communities in the region.

With a FY2021 budget of $11.9 million, the Edmonds Police Department has an authorized complement of 58 commissioned officers and 13 non-commissioned employees who work in one of two divisions, each led by an Assistant Chief.

The Edmonds Police Officers Association (EPOA) represents both Sergeants and Police Officers. The Non-Commissioned Support Services Employees are also represented by the EPOA but have a separate agreement.
Mission
We place service above self, with an unwavering and unbiased commitment to public safety, improving the quality of life for our community.

Vision
We are:
Committed to reducing crime and enhancing public safety and security.
Dedicated to earning and maintaining the respect and confidence entrusted to us.

We will:
Treat all people with dignity and respect.
Empower our employees to reach their maximum potential by providing them with knowledge, training, and mentorship opportunities.

We strive:
Through innovation, to adapt and evolve so that we may provide state of the art law enforcement services.
To exercise our authority with unparalleled professionalism and humility.

Values
SERVICE
With respect for the law and compassion for all, consistently carrying out our mission through teamwork, courage, and accountability.

INTEGRITY
Inspiring trust by conducting ourselves in a manner that demonstrates the highest level of ethics and moral character.

RESPECT
Earned and maintained through a mutual understanding of differences while treating all people with dignity.

STEWARDSHIP
Managing resources in a professional and responsible manner while caring for our community and for each other.

ORGANIZATIONAL CHART

Chief of Police

Field Services Division (Assistant Police Chief)
- Patrol Unit
- Special Operation
- Street Crimes

Support Services Division (Assistant Police Chief)
- Administrative
- Investigations Unit
- Professional Standards
The City of Edmonds has three patrol districts. District 1 is centered around the historical downtown area and extends along the waterfront from Puget Drive in the north to the county line in the south. District 2 encompasses Highway 99 and rests on the eastern part of the city beside District 1. District 3 is the largely residential northern portion of the city and is the largest geographic district.
NIBRS DATA (2018-2020)²

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<th>Category</th>
<th>2018</th>
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<tbody>
<tr>
<td>Homicide</td>
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<tr>
<td>Felony Assault</td>
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<tr>
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<tr>
<td>Commercial Burglary</td>
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TOTAL CALLS FOR SERVICE

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<tr>
<th></th>
<th>2018</th>
<th>2019</th>
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<tr>
<td></td>
<td>36,612</td>
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ADULT & JUVENILE ARRESTS

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<tr>
<th>Year</th>
<th>Adult Arrests</th>
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<tbody>
<tr>
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<td>57</td>
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<tr>
<td>2020</td>
<td>1,200</td>
<td>46</td>
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</table>

² Source: Edmonds Police Department
THE CHIEF OF POLICE

The successful candidate for the Edmonds Police Department chief executive opportunity will have a proven record of integrity and leadership, management, and interpersonal skills to drive the Edmonds Police Department continued success as a professional and customer-focused agency.

They will drive effective change within the Department, fostering a culture of self-examination and constant improvement. In coordination with Mayor Nelson, the Chief will work to implement recommendations from the recently released Edmonds Equity and Social Justice Task Force Report and from the forthcoming operational assessment report (expected June 2021) by CPSM. To assist in achieving these goals, the next Chief of Police will have the opportunity to hire both assistant chief positions.

The Chief is expected to embrace and ensure the implementation of the Edmonds Police Department mission of improving the quality of life for all residents by delivering fair, just, respectful, safe and effective policing. They will be expected to have exceptional communication skills, and cultural sensitivity, in order to respond effectively to any and all concerns raised by an informed and engaged public.

Needs and Expectations

The Chief of Police in the City of Edmonds is expected to do the following:

- **ACTIVELY** engage with and be present in the community.
- **CREATE** a clear vision of and goals for success for the organization; develop and execute a strategic plan to achieve desired outcomes.
- **INCREASE** the transparency of the agency and develop effective two-way communication and transparency both within the department and with key community stakeholder groups.
- **DEVELOP** a body-worn camera program. This program will include acquisition, policy, storage solutions, maintenance, and response to public access requests. The body-worn camera program will strengthen accountability and transparency. Furthermore, the program will promote the legitimacy of the police department and sense of procedural justice throughout the community.
- **DEVELOP** effective organizational leadership practices that provide effective succession planning and professional development for the members of the police department.
- **FOCUS** on continued improvement of the department with an eye on not only preventing crime, solving problems, and enforcing the law, but also building partnerships with and enhancing the quality of life for the city’s residents, businesses and other vested members of the community.
- **WORK** with groups containing members from diverse backgrounds and perspectives.
- **DEVELOP** and enhance local, state, and federal partnerships.
- **DEVELOP** and maintain effective working relationships with the Mayor, City Council, heads of other city departments, representatives of outside agencies, and the public.
- **UNDERSTAND** and support the tenets of Final Report of the President’s Task Force on 21st Century Policing, and continue to implement the 21st Century Policing recommendations in all facets of the department.

Knowledge, Skills, and Abilities

Key characteristics and competencies include but are not limited to:

- **COMPREHENSIVE** and broad knowledge of the principles, practices, methods, and equipment employed in modern police administration.
- **KEEN** understanding of diversity, equity, inclusion, and biased-based policing. Understand how they relate to every facet of the department, including hiring, training, and promotion, policies, procedures, decisions, and conduct.
- **EXPERIENCE** in managing a multicultural workplace where all employees feel valued, free from workplace hostility, and where growth opportunities are made available to employees.
- **EXPERIENCE** working with groups containing members from diverse backgrounds and perspectives.
- **ABILITY** to review the structure and operations of the police department, and find opportunities for improvement where needed.

- **STRONG** decision-making skills to be able to make the right decision quickly within established guidelines and protocols.
- **STRONG** verbal and non-verbal communication skills. Interpersonal skills are required to effectively interact and work with individuals and groups.
- **KNOWLEDGE** of budget development and sound administrative practices. Demonstrated ability to manage resources productively.
- Have a strong **UNDERSTANDING** of and experience with technology and analytically based decision-making.
- **POSSESS** a high degree of emotional intelligence. Emotional intelligence is integral to workplace success. Those with a high level of emotional intelligence have a greater ability to manage stress, solve complex problems, and cooperate with others.
- **ABILITY** to work closely with the police and civilian employees’ unions and to effectively manage these important workplace relationships.

Qualifications

**Minimum:** Bachelor’s degree in Criminal Justice, Police Administration, Law Enforcement or related field. 10 years of increasingly responsible law enforcement experience as a sworn law enforcement officer, including five (5) years of senior command (Lieutenant, Captain, Deputy Chief, or Chief) and executive management experience that includes major command responsibilities, staff supervisory and budgetary responsibility or an equivalent combination of education, training, and experience.

**Preferred:** Master’s degree and or demonstration of continued professional development such as graduation from a nationally recognized police management program, such as the FBI National Academy in Quantico, VA, Southern Police Institute, Northwestern University School of Police Staff and Command, PERF’s Senior Management Institute for Police (SMIP), Harvard University’s Senior Executives for State and Local Government Program, or a comparable advanced police management training program.

**Certification:** Current certification or the ability to obtain certification as a police officer. See requirements: [https://www.cjtc.wa.gov/certification/peace-officer](https://www.cjtc.wa.gov/certification/peace-officer).

Salary and Benefits

**Hiring Range:**

- $184,694
- $159,545
- $137,821

Placement on the range will depend on qualifications.

APPLICATION PROCESS

The International Association of Chiefs of Police is assisting the search process. Submit resume and letter of interest via email to [EdmondsExecSearch@theACP.org](mailto:EdmondsExecSearch@theACP.org). Please include “Edmonds Executive Search” in the subject line.