



# POLICE CHIEF

## CITY OF SANDY, OREGON

### Why Apply?

This is a unique opportunity to lead a police department in a growing community with a small town feel just outside the Portland metro area. All department members are considered leaders, foster a team approach, and encourage creative problem-solving within city government and the community. City leaders are committed to maintaining Sandy's distinctive character. If you are looking for a friendly and supportive community, a stable and cooperative city council, and a great quality of life—this may be the right opportunity.



# Welcome to SANDY

Located 26 miles east of Portland, Sandy is a picturesque city of 13,000 tucked in the foothills of Oregon's rugged Cascade Mountains. Sandy is known for its scenic beauty, small-town feel, and ideal location between Portland and the Mount Hood National Forest.

Situated on the eastern edge of the Portland metro area, Sandy is the easternmost city in Clackamas County and serves as a gateway to Mount Hood. The city is surrounded by an expanse of scenic rivers and wilderness areas, offering convenient nearby opportunities for winter sports, beach combing, camping, wind surfing, hiking, biking, fishing, hunting, and kayaking.

The Sandy River runs alongside the town and has been a popular recreational destination for picnickers and swimmers since the 1920s. The 127-acre Sandy River Park offers a natural outdoor experience right in the heart of town. Just east of town lies 15 miles of mountain biking trails through the BLM-managed Sandy Ridge Trail System, attracting over 125,000 mountain bikers per year.

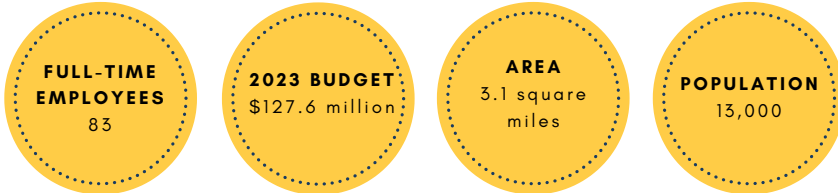
Sandy's downtown is home to an eclectic mix of shops and restaurants that include bakeries and sports bars, ski shops and outdoor stores, a pod of food carts, and the popular Joe's Donuts. Because of Sandy's location, the visitor flow of traffic is constant year-round and provides a thriving economic base. The town gathers to celebrate its community spirit with annual events like Sandy Mountain Festival, Sandy Winterfest, and summer concerts and movies.

Sandy's prime location also allows for easy access to the Columbia River Gorge, Pacific Ocean, Central Oregon, and the Interstate-5 corridor. The City of Sandy provides its own transit service, Sandy Area Metro (SAM), connecting riders to the towns of Gresham and Estacada for \$1 each way or free for in-town trips. Portland International Airport serves the region just 23 miles away.



# THE CITY OF SANDY

The City of Sandy operates under a Council-Manager form of government with a biennial budget of \$127.6 million and a team of 83 FTEs. The Council is composed of the Mayor and six City Council members, all elected at-large. The Mayor serves a two-year term and the Council members serve four-year terms. Departments include Finance, Administration, Police, Transit, Library, SandyNet, Parks and Recreation, Public Works, and Development Services.



## THE POLICE DEPARTMENT



The Sandy Police Department (SPD) is a progressive department whose mission is for all citizens and visitors to feel safe in the city. This is accomplished through building trust, transparency, and legitimacy. SPD regards every member as a leader who is expected to uphold the organization's values and represent themselves professionally both on and off duty. The Department's leadership strive to use evidence-based practices to provide cutting-edge service to the community. SPD believes that communication, collaboration, and transparency with all staff and stakeholders are key to the organization's success.

SPD works a "Modified Pitman" schedule allowing for mental health and fitness activities on shift as well as every other weekend off for all patrol officers. Specialty positions include School Resource Officer, Traffic Officer, and Detective. The Sandy community overwhelmingly supports the police department with a significant focus on community directed policing strategies. While officers experience all types of calls for police service during directed work time, they also have freedom to identify and work on solving problems such as livability issues or traffic enforcement in their self-directed work time.

With a biennial budget of \$8.4 million and a staffing of 20 FTEs, SPD serves a growing population of 13,000 Sandy residents and an outlying service area of approximately 45,000 people. The City's prime location along the Mount Hood Scenic Byway brings approximately 40,000 unique vehicles traveling daily on Highway 26. In 2023, SPD had 12,537 calls for service.





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## THE POLICE CHIEF

Under the general direction of the City Manager, the Police Chief plans, directs, and administers all activities related to the Police Department to protect life and property through law enforcement and crime prevention activities. This includes emergency communications, investigations, patrol, traffic, training, crime prevention, property control, community services, code and parking enforcement, and records. The Police Chief also exercises budget responsibility for the Department and develops departmental goals, policies, and procedures. As a member of the Department Director team, the Police Chief has direct input into City policies and procedures and advises the City Manager on related issues.

## THE IDEAL CANDIDATE

- Will demonstrate humility with a people-centered management approach while giving and receiving feedback and accepting responsibility.
- Is a hands-on working chief in addition to being the department head.
- Embraces technology and has broad knowledge of municipal operations and budget management.
- Has knowledge of essential human resource and risk management principles as they relate to law enforcement.
- Has a solid understanding of the complexity of homelessness, current case/state law, creative solutions, and responding with proactive strategies to provide services.
- Will encourage personal and professional growth, mentor staff, and recognize quality work.
- Has strong interpersonal skills, social/emotional intelligence, and the ability to communicate professionally and effectively, both in person and in writing, throughout all levels of the organization.
- Will hold self and subordinates accountable to current policies, procedures, and profession best practices.
- Will bring fresh ideas, lead by example, have high integrity, and encourage teamwork at all levels.
- Has an excellent knowledge of Oregon criminal code/Oregon Revised Statutes (ORS).
- Is dedicated to providing excellent customer service to community members, City staff, and the Council.
- Will treat all people with dignity and compassion, and respect different points of view.



## OPPORTUNITIES & CHALLENGES

- 1) **Building Community and Regional Partnerships** - The next Chief will need to prioritize fostering and building relationships with city residents, key stakeholders in the surrounding area, and regional law enforcement organizations. In addition to continuing successful community outreach programs such as National Night Out and Shop with a Cop, this will include increased engagement with regional police executive boards and multi-jurisdictional task forces.
- 2) **Homelessness** - The new Chief will need to partner with the City Manager, City Council as well as regional, state, and federal agencies—both public and private—to find long-term and regional strategies to mitigate the effects of homelessness. Partnerships may include mental health professionals, veteran’s services, employment services, emergency shelters, and transitional housing.
- 3) **Growth** - City staff anticipates population growth of at least 50% in the next 7-10 years. A staffing study for the police department is underway with completion in mid 2024. The new Chief will work closely with the City Manager to review the study’s recommendations and create a plan for the long-term success of the department.



# EDUCATION & EXPERIENCE

Bachelor's degree required with major course work in Business Administration, Law Enforcement or Public Administration. Minimum of eight (8) years of increasingly responsible law enforcement experience including at least four years of responsible managerial experience as a Captain, Deputy Chief or equivalent position.

Completion of the administrative level law enforcement training academy or equivalent. Equivalent combination of education and experience which will ensure success in the position may be considered. Master's degree preferred.

## Special Requirements/Licenses:

- Must possess, or obtain within 30 days of hire, a valid driver's license without record of suspension or revocation in any State.
- Advanced Law Enforcement certification issued by Oregon Department of Public Safety Standards and Training (DPSST) or equivalent.
- Must possess an administrative or executive law enforcement training certification or equivalent.
- Ability to meet police physical fitness standards, pass an extensive background investigation, and may not have any felony convictions.



# COMPENSATION & BENEFITS

The City of Sandy is offering an annual salary range of \$112,320 - \$146,270 for this position dependent upon experience and qualifications along with a comprehensive [benefits](#) package. The City anticipates a Cost of Living adjustment in July of 3.7%.

## RESOURCES

[2023-2025 City Budget](#)

[2023-2025 City Council Goals](#)

[Sandy Area Chamber of Commerce](#)

["Reasons to Love Sandy"](#)



# TO APPLY

Apply Online: [gmphr.com](https://gmphr.com)

First Review: **April 21, 2024**

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