



# Police Captain

Eugene Police Department



City of Eugene, Oregon





## THE COMMUNITY

---

Home to 154,620 people, Eugene is Oregon's second-largest city. The community covers 41.53 square miles, with the Willamette River running through the heart of the City and the McKenzie River joining the Willamette just north of town. The City is surrounded on three sides by hills, and is midway between the Pacific Ocean and the snow-capped Cascade Mountains. It offers residents an outstanding quality of life and a variety of recreational opportunities nearby, including rafting, fishing, golfing, hiking, skiing, and beachcombing. Eugene's mild climate and lush landscape are a few of the City's attractive features.

Eugene is well-known as the home of the University of Oregon. With 24,000 students and over 6,000 employees, the University plays a major role in the community, as does Lane Community College. The employment base has become increasingly dominated by services, trade, and government, and less reliant on the timber industry. Eugene has a well-educated labor force with nearly 35% of the adult population having completed four or more years of college.

Eugene is a friendly community with residents who are active and concerned about quality of life issues. The University brings a cosmopolitan feel to the community, and the collegiate teams have contributed excitement and pride on a regional basis. The City's Hult Center for the Performing Arts, recognized as the finest facility of its type in the state, brings renowned entertainers throughout the year. It is home to seven resident companies, including, among others, the Eugene Symphony, Opera, Ballet, and the internationally acclaimed Oregon Bach Festival. Many residents are health and fitness-oriented, and Eugene recently hosted the Olympic Trials for Track and Field in 2008 and will host again in 2012. Overall, Eugene is an attractive city with quality schools, a beautiful environment, a temperate climate, and a diverse, dynamic culture.

## THE ORGANIZATION

---

In 1944, the citizens of Eugene adopted a council/manager form of government. The City Council develops legislation and policies to direct the City. The City Manager, hired by the City Council, provides administrative direction to the organization, oversees City of Eugene personnel and operations, and carries out the City Council's direction.

With over 1400 employees, the City of Eugene provides services through six departments:

- Central Services
- Fire & Emergency Medical Services
- Police
- Library, Recreation and Cultural Services
- Planning and Development
- Public Works

### **The Eugene Police Department**

The Eugene Police Department (EPD) is a progressive, professional law enforcement agency that serves the city of Eugene, Oregon, as well as the region through its 9-1-1 Communications Center.

With a commitment to the concepts of Intelligence Led Policing and community policing EPD has re-engineered the way it deploys and dispatches officers, detectives, crime prevention specialists and other staff so that they are more effectively focusing their energies on chronic crime and repeat offenders in an orchestrated effort to reduce crime. This requires a collaborative relationship with prosecution and corrections officials as well as the community. Eugene Police personnel are staffed to a model where they are projecting their efforts directly in those neighborhood where crime is occurring. The initiative's pre-emptive and preventative approach is a form of community policing geared toward making it more difficult to victimize Eugene residents and guests.

In a typical day, Eugene police officers are dispatched to about 300 calls for service. This activity generates about 25,000 criminal cases every year. EPD staff members also engage in proactive community education and crime prevention activities to help protect all of Eugene's



residents, with offerings ranging from the annual Safety Town program for pre-kindergartners to seminars about recognizing and preventing elder abuse.

The Police Captain reports to the Police Chief who oversees all police services for the City and the regional 9-1-1 center. The Police Department employs about 180 sworn officers and 120 civilian employees who provide a variety of police services. The Department operates with a budget of approximately \$36.3 million. The Eugene police department has received state and national recognition for its outreach to vulnerable communities, Its Volunteers in Policing program, and its interagency narcotics investigative team.

The Police Department is composed of four divisions: West Side Operations (west side patrol and Investigations), East Side Operations (east side patrol, downtown team, and special operations), Operations Support, and Technical Services. In addition to patrol and investigation teams, special units include: The School Resource Team, Patrol Canine Team, Traffic Enforcement Unit, Arson Team, Explosive Disposal Unit, SWAT Team, Crisis Negotiation Team, and the Major Collision Investigation Team.

## THE IDEAL CANDIDATE

The ideal candidate for the Police Captain's position will be able to lead a major operational or administrative division for a modern, progressive police department, instilling trust in the services in the community, developing and implementing plans to achieve the mission and vision of the department, and inspiring employees to perform with excellence. As a member of the Police Department's management team, the Captain will be part of a collaborative team working with the Chief to provide leadership and management of Department-wide issues and supporting the goals and directions for the department from the City Manager and the City's elected leadership.

The ideal candidate will possess the following characteristics and abilities:

- Model the highest standards of integrity and ethical behavior.

- Display a commitment and understanding of the concepts of Intelligence Led Policing.
- Make sound and well informed decisions affecting multiple stakeholders.
- Develop objectives intended to support the department's mission and achieve them.
- Communicate effectively orally and in writing with a variety of cross-cultural audiences.
- Establish and maintain highly effective working relationships with diverse individuals and groups.
- Identify issues, analyze problems, and work collaboratively with staff and the community to solve them.
- Be an accessible manager who is supportive of professional development, retention, and diversity and who has an understanding of and appreciation for positive, productive labor relations.
- Develop and maintain relationships with other agencies and provide leadership in bringing intergovernmental and community partners together to enhance service.

## Qualifications

To be considered for this position, candidates must have eight years of progressively responsible police experience, including two years of managerial experience and a bachelor's degree from an accredited college or university in criminal justice, business or public administration or a closely related field. (Additional responsible, relevant experience may be substituted for the degree on a year-to-year basis.)

Note: Oregon DPSST Certification is required. Certified Police Officers from other states are able to transfer equivalent training credits and certification. Typically, a POST or comparable certification from another state plus attendance and successful completion of a 3-week Oregon Career Officers Development class (made available by the employer) will accomplish Oregon certification.



## Compensation & Benefits

The annual salary range for this position is \$86,361 - \$107,660.

Upon eligibility, the City will contribute an employee contribution of 6%, as well as the employer contribution, to a retirement program administered by the Oregon Public Employees' Retirement System (PERS). In addition, the City will pay a 2% contribution to a deferred compensation program if the employee contributes at least 1%.

The competitive benefit package includes:

- Comprehensive Health, Dental, and Vision insurance
- Life and Long-term Disability insurances
- Generous Vacation and Sick Leave
- Ten Paid Holidays

The City will assist the candidate with moving and relocation expenses.

## Application and Selection Process

Candidates may apply on-line for the position and find additional information at [www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) by **February 24, 2012**.

Interested candidates will be asked to submit an application and respond to the following questions:

- 1) Please describe why you are interested in being considered for the Police Captain position with the City of Eugene, what relevance it has to your career plans, and the strengths that you offer the organization.
- 2) Please describe your experience, education, and/or training in law enforcement.
- 3) Describe your experience, education, and/or training in intelligence led policing programs or similar innovative approaches to crime management.

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for the position. Only the more qualified candidates, as determined by the screening process, will be invited to participate in the selection process.

Candidate screening is scheduled to be completed in March 2012 and it is anticipated that final interviews will occur in April 2012.

## City of Eugene

Questions and inquiries may be directed to:

Becky DeWitt, Recruitment & Selection Manager

777 Pearl St., Room 101

Eugene, OR 97401

Telephone: (541) 682-5629

E-mail: [Becky.L.DeWitt@ci.eugene.or.us](mailto:Becky.L.DeWitt@ci.eugene.or.us)



More general information about the Eugene Police Department and the City of Eugene is available on our website at:

[www.eugene-or.gov](http://www.eugene-or.gov)

The City of Eugene is committed to a work environment which values the cultural, educational, and life experience of each employee. We believe that a diverse workforce enables us to deliver culturally competent service to all members of our community. As part of our commitment to diversity, the City continues to be an affirmative action/equal opportunity employer. Women, people with disabilities, and persons of color are strongly encouraged to apply.

The City of Eugene complies with the Americans with Disabilities Act of 1990. Any applicant with a qualified disability under the Americans with Disabilities Act may request accommodation by contacting Becky DeWitt at (541) 682-5629.

In compliance with the Immigration Reform and Control Act of 1986, the City of Eugene will request all eligible candidates who accept employment with the City to provide documentation to prove they are eligible for employment in the United States.