



# CHIEF OF POLICE

## City of Fircrest, WA



**\$135,720 to \$173,220**

*Plus Excellent Benefits*

*Apply by **March 18, 2025***

*Open Until Filled*



To learn more about Fircrest, visit [www.cityoffircrest.net](http://www.cityoffircrest.net)

# Welcome to Fircrest



The City of Fircrest is a picturesque and vibrant community situated in the heart of the Pacific Northwest, seamlessly nestled between the cities of Tacoma and University Place. Fondly known as the “Jewel of Pierce County,” Fircrest blends natural beauty, rich history, and a strong sense of community. With tree-lined streets, inviting neighborhoods, and a welcoming atmosphere, the city fosters an environment where residents take pride in their hometown. Fircrest’s small-town charm and year-round community events make it a truly special place.

## A Vibrant and Engaged Community

Home to over 7,200 residents, Fircrest spans 1.6 square miles of peaceful neighborhoods, charming small businesses, and over 27 acres of parks. The city’s walkable layout and low crime rate make it an ideal place to live. Fircrest’s many parks and recreational amenities—including a new community and aquatic center—provide engaging opportunities for relaxation, fitness, and social engagement for residents of all ages. Fircrest is also known for its beloved community events, where neighbors come together to celebrate traditions, build connections, and create lasting memories through unforgettable fun and festivities.

Fircrest is conveniently situated near a variety of recreational, cultural, and sporting attractions. Fircrest Golf Club is located within city limits, and nearby attractions include Chambers Bay Golf Course, Point Defiance Park, Point Defiance Zoo & Aquarium, the Chihuly Museum of Glass, and the LeMay Car Museum. Cheney Stadium, home of the Tacoma Rainiers, sits just beyond our border, and major league sports teams in Seattle are within easy reach.



Centrally located near major freeways, Fircrest offers convenient access to public transit and regional travel, with Seattle-Tacoma International Airport just 17 miles away. The area is also home to several higher education institutions, including Tacoma Community College, the University of Puget Sound, and the University of Washington-Tacoma.

## City Governance and Services

Incorporated in 1925, the City of Fircrest is a non-charter Code City operating under the Council-Manager form of government. The City Council consists of seven at-large positions serving four-year staggered terms, with the Mayor elected by the Council from among its members for a two-year term.

The City provides essential services through its Administration, Finance, Parks & Recreation, Police, Public Works & Utilities, and Planning & Building departments. The City also provides Municipal Court services. Fircrest operates with a current budget of \$16 million and a staff of 45, supplemented by seasonal employees who support Public Works, Parks & Recreation, and the Aquatic Center.

## Celebrating 100 Years

Fircrest is excited to celebrate its Centennial Anniversary in 2025! Special events are kicking off soon to honor this significant milestone, bringing the community together for a memorable year of celebrations.





## ***Fircrest Police Department***

The Fircrest Police Department operates with a \$2.3 million budget in 2025, and a dedicated team of 13 employees. Committed to fostering a safe and thriving community, the department works in partnership with residents to protect life and property while enhancing the overall quality of life in Fircrest. Through proactive crime prevention practices, fair and equitable law enforcement, community visibility, and the efficient use of resources, the department upholds the highest standards of public safety.

Key functions and programs include patrol services, traffic enforcement, investigations, crime prevention, emergency response, and specialized efforts in narcotics and vice-related activities. The department engages with the community through initiatives such as school safety programs, the school Lunch Buddies program, National Night Out, and participation in a variety of community events.

Guided by its core values—**Integrity, Service, Accountability, Community, and Compassion**—the Fircrest Police Department remains dedicated to providing the highest level of service, fostering trust, and ensuring the safety and well-being of all who live, work, and visit Fircrest.



## ***The Police Chief***

Under the direction of the City Manager, the Police Chief provides strategic leadership to the Police Department, overseeing all department staff either directly or through supervisory personnel. The Chief develops policies, procedures, departmental goals, and annual work plans that align with the City's vision, priorities and managerial directives.

As a hands-on leader, the Police Chief will guide a dedicated team of officers, providing opportunities for professional development and ensuring accountability at all levels. They will be actively involved in daily operations and demonstrate a willingness to respond to calls as needed.

As a key member of the City's Leadership Team, the Police Chief plays a pivotal role in shaping public safety strategies, strengthens community relationships, and collaborates with the City Manager and City Council on strategic planning and budgeting. The Chief ensures City leadership remains well-informed on public safety matters, works to enhance departmental efficiency and effectiveness, and champions community policing initiatives.

## *The Ideal Candidate*

We are looking for a proactive, engaged leader dedicated to community policing, public safety, and meaningful civic involvement. The ideal candidate will be a visible presence in the community, actively engage with local organizations, and strike a thoughtful balance between enforcement and community engagement to build and maintain public trust.

The ideal candidate will possess strong leadership, communication, and interpersonal skills while demonstrating political acumen and operational expertise. They must be experienced in collective bargaining and labor relations, budgeting, and recruitment and retention strategies. They must have a solid knowledge of Washington state laws, and experience with developing and implementing policies and programs that improve law enforcement operations.



Strong written and oral communication skills are essential for effectively conveying public safety information to diverse audiences, while effective management and supervisory skills are required to train and mentor a motivated team committed to public service values. Additionally, the Police Chief should exhibit a flexible leadership style and the ability to develop cohesive and collaborative relationships with the City leadership team.

Beyond technical expertise, the Police Chief must be a leader who fosters trust, embraces teamwork, embodies integrity, and instills accountability. They will be customer-service oriented, maintain a positive attitude with a sense of humor, and demonstrate resilience during challenging times.

## *Education & Experience*

A Bachelor's degree from an accredited institution in Police Science, Law Enforcement, Criminal Justice, Public Administration, or closely related field, and a minimum of seven (7) years of progressively responsible law enforcement experience with a minimum of three (3) years in a supervisory position. Experience in a position of comparable scope and size to the City of Fircrest is highly desirable. Any satisfactory combination of experience, training, or related education that demonstrates the desired knowledge, skills and abilities necessary to perform the job requirements may be considered. Successful completion of the Washington Law Enforcement Commission Basic Training Academy or an equivalent program and WA BLET certification or an equivalent law enforcement certification is required.





## Compensation & Benefits

The City of Fircrest is pleased to offer a competitive annual salary of \$135,720 to \$173,220, dependent upon experience and qualifications, along with a generous benefits plan that includes: 11 paid holidays, plus 1 personal day; vacation and sick leave; excellent medical, dental and vision benefits; WA State LEOFF retirement system, paid life insurance; employee assistance program; fitness reimbursement program; and a voluntary 457 deferred compensation plan. The City also participates in the Social Security program.



## Application Information

For a complete job description and application, please visit our website at [www.cityoffircrest.net](http://www.cityoffircrest.net). To apply for this challenging career opportunity, please submit a detailed resume, cover letter and City application to:

City of Fircrest  
Attn: Human Resources  
115 Ramsdell Street  
Fircrest, WA 98466

Please contact Arlette Burkhardt, at (253) 238-4128 or [aburkhardt@cityoffircrest.net](mailto:aburkhardt@cityoffircrest.net) if you have any questions regarding this position or the application process.



All qualified candidates are strongly encouraged to apply by **March 18, 2025**. This position is open until filled. Applications will be reviewed as submitted. This position holds public trust and must be bondable. There can be no question of personal/professional integrity, ethics or behavior. Finalists are subject to a thorough reference and background check.

*The City of Fircrest is an Equal Opportunity Employer*