



NOW HIRING

CITY OF TUMWATER

Deputy Chief



City Information:

Tumwater is more than just a city, it's a vibrant community rooted in history and filled with opportunity. Located at the southern gateway to the Seattle-Tacoma metro area, Tumwater offers the perfect blend of small-town charm and big-picture vision.

Surrounded by the natural beauty of Puget Sound, prairie landscapes, rivers, and evergreen forests, we're just over an hour from ocean beaches, the Olympic Peninsula, and Mount Rainier. Whether you're into hiking, kayaking, brewery-hopping, or live music, you'll find easy access to it all.

Here in Tumwater, we're building a future that's highly livable, connected, and inclusive. With safe neighborhoods, excellent schools, and a deep sense of civic pride, it's not just a great place to live, it's a great place to grow your career.



Department Information:

In Tumwater, Community Policing is simply “policing”. We are an integral part of our community and we work in partnership with the people in Tumwater to create a safe, healthy and vibrant city. We help maintain public safety through a variety of programs. In addition to regular patrols, we also field detectives, traffic enforcement, school resource officers, and a K9 team. Our civilian members manage records, public communications, and research-based management and crime analysis. The Tumwater Police Department is a true team dedicated to their mission.

To provide excellent police services, we hire motivated, professional people with the highest ethical standards. We believe our members are our greatest asset. We support them by providing robust career development opportunities, quality equipment, and a strong wellness program. Our goal is to develop leaders who will lead in each position they hold and maintain the values of the department into the future.



Qualifications:

Thorough knowledge of modern criminal justice and law enforcement principles, practices, and techniques of police service administration, organization and management; of the laws, regulations, codes, and current practices affecting law enforcement; of the principles and practices that apply to patrol, traffic control, criminal investigation, and crime prevention.

Skills:

Strong leadership and management skills with a relational style. Strategic planning and management change skills.

Abilities:

Ability to effectively direct, coordinate and evaluate the activities of department personnel; to effectively supervise subordinates to achieve a high level of service and productivity; to reason and react calmly and quickly in emergency and life threatening situations; to express ideas clearly and concisely orally and in writing, to groups and individuals; to establish and maintain effective working relationships with subordinates, elected officials, and the public.

Education & Experience:

High School graduation or a GED certificate. Five years experience with a law enforcement agency, three years of which must have been as a Police Sergeant or equivalent rank with supervisory responsibilities plus one of the following:

1. Graduation from an accredited law enforcement academy in Washington State; or
2. A passing score on the Washington State Equivalency examination; or
3. Graduation from an accredited law enforcement academy in some other state (applicants in this category must pass the Washington State equivalency examination within twelve months of hire. Failure to pass this examination within the time limit, could be grounds for termination.)

Special Requirements:

Must be able to pass or prove the ability to pass a LEOFF II medical examination or a standard medical examination, as specified by the employer or the State of Washington. Must be able to meet the requirements of the City of Tumwater Civil Service Commission, regarding minimum age, education and physical strength / agility or other job-related qualifications. Must possess a valid Washington State Driver's License and have a driving record acceptable to the City's insurance carrier. Must pass a thorough background investigation polygraph and psychological examination.

Compensation & Benefits:

The annual salary range for the Deputy Chief of Police position is \$145,068 - \$194,412, depending on qualifications (DOQ). The City of Tumwater benefits plan is a Cafeteria Plan which contributes \$2,227.00 to the cost of medical, vision, and dental premiums. Any unused portion of the plan is returned to the employee at a rate of 60% of the unused portion. The City of Tumwater has a 401(a) plan that the city matches up to 5%, and the city also offers 457 and Roth IRA plans. The city makes a monthly contribution of \$225 (\$2,700 annually) into a HRA VEBA account. All employees receive a \$50,000 life insurance policy at no cost. Tumwater also offers a Navia Flexible Spending Account (FSA), which is a voluntary pre-tax program that allows you to receive reimbursement for eligible health care expenses or pay dependent care expenses. The position will receive ten paid holidays in accordance with the official state calendar, as well as one floating holiday. Vacation time is accrued up to 184 hours per year based on longevity, and sick leave is accrued at eight hours per month. The Deputy Chief is an FLSA exempt position and is a member of the Law Enforcement Officers and Fire Fighters Retirement System (LEOFF).



APPLICATION DETAILS

Recruitment Timeline

Position Posting: July 1, 2025
First Review of Submissions: August 1, 2025

The Application

To Apply for this position, please submit:

- A resume (three page maximum)
- A detailed cover letter (two page maximum) describing your experience, leadership style, and why you are interested in position.

Resume and cover letter must be submitted electronically to Rachelle Harwood at Washington Association of Sheriffs and Police Chiefs (WASPC)
Email rharwood@waspc.org Phone 360-486-2380

Questions?

Contact Bryan Jeter, Washington Association of Sheriffs and Police Chiefs
Email bjeter@waspc.org Phone 253-677-8576

Please do not contact City of Tumwater Employees or Elected Officials. Direct all questions about this position to Bryan Jeter



Washington Association of
**SHERIFFS &
POLICE CHIEFS**