

DEPUTY POLICE CHIEF

City of Sequim



Why Apply?

Lead in a collaborative, community-focused city on Washington's North Olympic Peninsula. Sequim offers professional opportunity, strong quality of life, and a supportive workplace culture.

Sequim

City of Sequim

Sequim is a growing Olympic Peninsula community of 8,200, known for its sunshine, natural beauty, and outdoor lifestyle. Set between the Strait of Juan de Fuca, Sequim Bay, and the Olympic Mountains, it offers easy access to hiking, biking, paddling, and Olympic National Park.

Residents enjoy a relaxed, connected way of life with a walkable downtown, a strong arts and festival scene, and convenient access to beaches, trails, boating, and golf, along with regional shopping, quality schools, and nearby medical services.

Located about two hours from the central Puget Sound, Sequim serves the wider Sequim-Dungeness Valley, home to roughly 35,000 people.

City Structure and Culture

Sequim provides municipal services, including water and sewer utilities, streets and stormwater operations and maintenance, parks programming and operations, engineering, law enforcement, and community and economic development. Fire/EMS is provided by the Clallam County Fire Protection District #3, and electricity is provided by the Clallam County Public Utility District.

The City has approximately 100 employees across nine departments. The workplace culture fosters collaboration and cooperation between departments, and the City benefits from high levels of employee engagement. A full benefits package, employee wellness program, and commitment to continuous improvement make the City of Sequim a highly desirable place to work.



Deputy Police Chief

The City of Sequim is seeking a dependable, decisive leader with clear command presence, balanced by interpersonal skills that build trust and communicate effectively both internally and externally. This Deputy Chief position is a rare opportunity to join a stable, high-performing department invested in long-term success, emerging technology, professional development, and service excellence – backed by a supportive community and a strong quality of life on Washington’s Olympic Peninsula.

The Position

The Deputy Chief serves as the Chief’s key operational partner and second-in-command, acting in the Chief’s absence. This role helps lead daily operations, personnel oversight, training, budgeting, projects, and continuous improvement while maintaining strong internal and community relationships.



The Department

Sequim PD Mission Statement:

To partner with our community in preserving the peace and reducing the incidence of crime for everyone who lives, works, and visits in our city.

PRIDE Values

- Professionalism** – We will provide the highest quality service by applying our skills, knowledge, and abilities for the benefit of the community.
- Respect** – We are committed to fair and impartial service. We will ensure that everyone is treated with equality, respect, and compassion.
- Integrity** – We will maintain the highest standards of honesty and ethical conduct.
- Dedication** – We are committed to the relentless pursuit of justice.
- Excellence** – We lead by example and provide the highest level of service utilizing education, training, and technology.

Department Structure

- Chief: 1
- Deputy Chief: 1
- Sergeants: 5
- Police Officers: 15
- Support Personnel: 4
- Code Enforcement Officer: 1
- Emergency Management Coordinator: 1

Why Sequim PD?

Growth & Leadership Development

This position is a hands-on executive role with the opportunity to mentor supervisors, build future leaders, and drive continuous improvement.

Accredited Agency

Sequim PD is WASPC-accredited, reflecting a commitment to standards, accountability, and continuous improvement.

Low Turnover / High Stability

Join a department where people choose to stay as they are supported by consistent leadership, clear expectations, and a professional culture.

Strong Staffing Investment

Sequim's staffing levels support proactive policing, a manageable span of control, and sustainable operations.

Stable Economic Outlook

Sequim is known as a retail hub on the Olympic Peninsula, providing a stable commercial tax base.

Supportive Community

Through longstanding partnerships, both formal and informal, the Sequim Police Department maintains strong community support and engaged residents.

Interagency Partnerships

Law enforcement and emergency medical services work collaboratively on the Peninsula, including cross-agency response teams.

Emerging Technology

Modern, efficient tools and facilities improve service delivery and officer safety. The Deputy Chief will help evaluate and implement emerging technologies (e.g., UAS/drone programs, use of AI) in a way that supports operations, training, and accountability.



Departmental Teams & Assignments Include:

- Field Training Officer
- Detectives
- Major Incident Response Regional Team
- Peer Support
- Regional Crisis Response and Crisis Negotiation Teams
- EVOC (Emergency Vehicle Operator Course) Instructors
- Firearms/Defensive Tactics Instructors
- K-9
- School Resource Officer
- OPNET (Regional Olympic Peninsula Narcotics Enforcement Team)
- Bike Patrol
- Drone Operator

Recruitment Schedule

March 16 - Applicant Period Opens
April 17 - First Review of Candidates
Early May - Candidate Interviews



How to Apply

Complete an online application on the City of Sequim Careers page: governmentjobs.com/careers/sequimwa

Please note: uploading a resume and cover letter is required. The cover letter must describe your experience, leadership style, and why you are interested in the position.

The Ideal Candidate

- **Bachelor's degree** in criminal justice, public administration, or related field **plus 8+ years** as a commissioned police officer, including **3+ years as a first-line supervisor**. Associate's degree acceptable at time of hire if actively pursuing bachelor's degree. An equivalent combination of education and experience may be considered.
- Ability to successfully pass a background check in accordance with RCW 43.101.095.
- Completion of **WA Basic Training Academy** (or equivalency) at time of appointment.
- Demonstrated leadership, familiarity with **contemporary municipal policing strategies, and budgeting**.
- Candidates who have been out of active-duty law enforcement for more than two years will not be considered.



Compensation

For 2026, the annual salary range for this position is **\$129,397-168,210**, depending on qualifications. The City offers two medical plans through Regence BlueShield; HealthFirst 250 and a High-Deductible Health Plan with HSA contributions from the City. Employer-sponsored coverage for Delta Dental, VSP Vision care, Life and AD&D Insurance. Additional benefits include:

- 12 paid holidays, plus one additional Floating Holiday
- Vacation accruals range from 120-220 hours per year
- 12 sick days per year
- LEOFF retirement + two 457 retirement account options with a 1% match by the City