



POLICE CHIEF

\$139,236 - \$177,708

Apply by
November 23, 2025
(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY

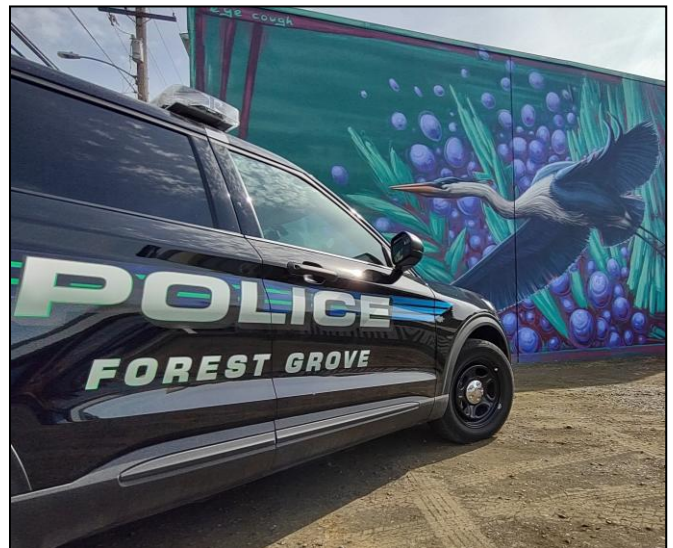


Forest Grove is located in Washington County in beautiful northwest Oregon, surrounded by rolling hills, evergreen forests, and vineyards that create a scenic backdrop for year-round recreation.

From wineries and art galleries to concerts, sports fields, and lakes, Forest Grove offers an abundance of opportunities to live, work, and play in a vibrant and engaging setting.

The city offers convenient access to the Portland metropolitan area and the Oregon Coast, with Highways 47 and 26 and Interstate 5 providing direct routes. Forest Grove is also served by the TriMet regional bus system, with 15-minute service that connects to the MAX light rail just six miles away, linking residents directly to downtown Portland.

The area was originally inhabited by the Kalapuyan people, who are now federally recognized as members of the Confederated Tribes of the Grand Ronde. Forest Grove was founded in 1841 by Oregon Trail pioneers and has long been shaped by innovation and entrepreneurial spirit. It is home to Pacific University, the first university established west of the Mississippi, the roots of Willamette Valley's pinot noir industry, and a thriving community of artists, academics, and outdoor enthusiasts.



With a population that has grown from 2,450 in 1940 to 27,551 today, Forest Grove is a full-service city that blends urban and rural character. The city recently approved a 2040 Plan which outlines its commitments to the values of sustainability, safety, and connection, fostering an inclusive, small-town atmosphere where neighbors care for one another. The 2040 Plan's goals center on economic vitality, thoughtful growth, healthy lifestyles, and connections that bring the community closer together.

THE CITY

The City of Forest Grove is a full-service city that operates under a city council-city manager form of government, with 232 full-time employees and a 2025 budget of \$162.2 million. The City Council is composed of a Mayor and six Councilors, all elected at-large to staggered four-year terms. These volunteer officials serve as the policy-making body, responsible for adopting laws, setting annual goals and objectives, and approving the city's budget. The Mayor presides over Council meetings, while the City Manager, appointed by and serving at the pleasure of the Council, oversees the day-to-day operations of the city and implements Council policies.

Services provided by Forest Grove include water, electricity, fire and police, parks and recreation, aquatics, library, engineering, public works, community development, building, economic development, municipal court, administration, and communications. The City also owns and manages a 4,500-acre watershed that supplies and supports its water infrastructure.

THE DEPARTMENT & POSITION

The Forest Grove Police Department is a full-service, community-oriented agency dedicated to providing high-quality public safety services. Guided by community input, the Forest Grove Vision Statement, and the goals of the City Council, the department plays a central role in maintaining the safety and well-being of the community. Operating on a 2025 budget of \$9,164,444 the department is staffed by 38 full-time employees, including 32 sworn officers. Voter approval of a 2024 levy will allow for additional staffing over the next five years, further enhancing service capacity.

In 2024, the department responded to 22,542 calls for service, including 8,803 dispatched calls and 13,739 self-initiated calls. The department is structured into three divisions: the Operations Division, which consists of three patrol shifts; the Administrative Division, which houses the detective unit; and the Support Unit, which includes Records, Outreach, and Evidence.

The Police Chief oversees all departmental functions, including internal investigations and community relations initiatives. The Forest Grove Police Department takes great pride in its professionalism and commitment to innovation, continually seeking new ways to advance policing for the benefit of the community.

To learn more about the Forest Grove Police Department, please view the [2024 Annual Report](#).

Learn more about the full responsibilities of this position by viewing the full [job description](#).



THE IDEAL CANDIDATE

Education and Experience:

A bachelor's degree in criminal justice or related field, and eight (8) years of experience in law enforcement, including at least six (6) years of command level experience or equivalent training and experience is required. A master's degree and/or executive-level training (FBI National Academy, SMIP, NEI, or similar) is preferred. Candidates must possess Oregon Department of Public Safety Standards & Training (DPSST) Management certification, or out-of-state equivalent, and possess or be able to obtain Oregon DPSST Executive certification within one (1) year of appointment.

Necessary Knowledge, Skills and Abilities:

- The ability to lead by example as a trusted and engaged member of the community, demonstrating compassion in interactions with the public and ensuring fair and equitable policies and practices to maintain community confidence.
- The ability to build team environments and develop subordinates for leadership roles.
- Experience creating and implementing strategies that improve organizational performance and community safety.
- Experience working with senior management, media, community stakeholders, and public officials on complex and sensitive issues.
- The skill to recruit and retain highly qualified, well-trained staff dedicated to serving and protecting all individuals with dignity and respect.
- Transparent, forward-thinking, apolitical, and inclusive leadership style that inspires respect for the policing profession and the department.
- The ability to evaluate emerging technologies and practices, and develop creative solutions to enhance efficiency and service quality.
- Extensive experience with crime prevention strategies and the principles of procedural justice.
- Proven ability to work collaboratively with partner agencies and institutions to address issues such as homelessness, mental illness, trauma, substance abuse, and social justice.
- A willingness to have a visible, engaged presence in the community, regularly attending events and interacting empathetically with residents.
- Skilled at educating and informing the public about policing policies, community challenges, and opportunities while advocating for officers and civilian staff to ensure excellent service delivery.

COMPENSATION & BENEFITS

- **\$139,236 - \$177,708 DOQ**
- Medical/Vision and Dental Insurance: Choice of Two Plans - City Pays 95% of the Premium
- Paid Group Life Insurance
- Long Term Disability Insurance
- Section 125 (Flexible Spending Account) Plans
- HRA VEBA (Voluntary Employees' Beneficiary Association) Contributions
- Oregon PERS Retirement
- Generous Paid Leave, including Vacation Leave, Sick Leave and Administrative Leave
- 40 Hour Vacation Bank and 20 Hour Sick Leave Bank at Time of Hire
- Holiday Leave: 11 Paid Holidays + 2 Floating Personal Holidays
- Vacation Buyback Program
- Voluntary Deferred Compensation Program
- Physical Fitness Incentive
- Employee Assistance Program
- Education and Training
- Up to \$10,000 for Relocation Expenses



To learn more about the
City of Forest Grove, please visit:

www.forestgrove-or.gov



The City of Forest Grove is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 23, 2025** (first review, open until filled). Applications, resumes, and cover letters will only be accepted electronically. **To apply**, go to www.prothman.com and click on "Open Recruitments", select "City of Forest Grove, OR – Police Chief", and click "Apply Online", or click [here](#). If you are a veteran and wish to apply for veterans' preference points, please indicate that in your application, complete and submit the [veterans' preference form](#) posted on the City of Forest Grove website, and upload to your application.



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