

**The City of Ferndale, Washington is seeking an experienced law enforcement professional with outstanding leadership skills to serve as**

# **CHIEF OF POLICE**



Ferndale, the “City of Opportunity,” is located in the northwest corner of Washington State in Whatcom County, along the Nooksack River and on the Interstate 5 corridor.

The City was incorporated March 19, 1907 and operates under a Mayor-Council form of government. With a population of just under 17,000 residents, the City provides a full range of municipal services, including Police, Planning, Building, Streets, Parks, and Utilities. The annual budget for 2025 is approximately \$68 million and the City employs 90 FTEs. Ferndale is a high-growth community and the City’s population is expected to grow to over 20,000 residents in the next 10 years.

Ferndale is located about halfway between Seattle and Vancouver, B.C. This close proximity to major cities is complemented by the serenity and pristine nature of the area’s surroundings.

Western Washington University, Whatcom Community College, Northwest Indian College, and Bellingham Technical College are located within 20 minutes of the City and offer accessible higher education opportunities.

The community enjoys more than 120 acres of park land and facilities within City limits as well as major lakes, streams, and forested areas within the vicinity. The Salish Sea is to the west, and world record-holding Mount Baker Ski Area is an hour east.





## The Department

The Ferndale Police Department completed the Washington Association of Sheriffs and Police Chiefs (WASPC) rigorous accreditation program in November of 2023 and is proud to be one of only two accredited law enforcement agencies in Whatcom County.

## The Ideal Candidate

The City of Ferndale is seeking a Chief of Police who is a forward thinker, capable of leading the Police Department through a period in which the City is rapidly growing in population and is transitioning from a community of rural character into a medium-sized city. The Department is well-prepared for this transition and the new Chief will lead an agency that has become a recognized model for departments of its size. The successful individual must have proven experience and knowledge in the application of state and federal laws, codes, ordinances, policies, and procedures in law enforcement.

The ideal candidate must have strong interpersonal skills as well as a collaborative management style, good judgment and political awareness in working with elected officials, residents, and staff. This person must be able to effectively address difficult situations and have a strong customer service commitment.

This Chief of Police serves on the City's management team, reporting directly to the City Administrator, and participates in the development and success of collective goals of the City, engages in the decision-making process, and supports the decisions made.



## Qualifications

Bachelor's degree in a law enforcement related field and 10 years of law enforcement experience, including a minimum of 3 years in police supervision as a Police Sergeant or higher rank. Candidates that have been out of active law enforcement for more than 24 months will not be considered for this position. Management experience at a police agency equal in size to Ferndale or larger is desirable.

Licensing and certification:

- Valid Washington State driver's license (or the ability to obtain one within 30 days of hire) with clean driving record free from serious or frequent violations.
- Applicant must meet the requirements of RCW 43.101.095, Peace Officer Certification.
- Successful completion of a comprehensive background investigation that includes a Polygraph, Psychological Evaluation, Medical Evaluation, and Drug Testing.

## Compensation

The City of Ferndale has established an annual salary range of \$145,000 to \$170,00 for this position. Starting salary is dependent upon experience and qualifications. The City also provides an excellent benefit package:

- 25 days of vacation leave per year, accruing on a per-pay-period basis
- 15 holidays per year
- 15 sick leave days per year, accruing on a per-pay-period basis
- Medical, Dental, and Vision insurance
- Employer-provided deferred compensation
- Basic life insurance coverage plus option for additional coverage
- Employee Assistance Program (EAP)
- Membership in professional organizations
- Retirement through Washington State Retirement Systems (LEOFF II)



***"The Ferndale Police Department is committed to forming strong bonds with all members of our community. Together we will strive to make Ferndale the safest possible place to live, work, play, and thrive. We are honored to serve our community and hold the duty entrusted to our Team in the highest regard."***

***"Stronger Community Together"***



# City of Ferndale

## Chief of Police

*The Position is Open Until February 10, 2025*

### HOW TO APPLY

To be eligible for consideration, 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 the position.

Resume and cover letter must be submitted electronically to Rachelle Harwood at Washington Association of Sheriffs and Police Chiefs (WASPC) by close of business on February 10, 2025.

Email: [rharwood@waspc.org](mailto:rharwood@waspc.org) Phone: 360-486-2380

### QUESTIONS?

Contact Bryan Jeter, Washington Association of Sheriffs and Police Chiefs.

Email: [bjeter@waspc.org](mailto:bjeter@waspc.org) Phone: 253-677-8576

Please do not contact City of Ferndale employees or elected officials. Direct all questions about this position to Bryan Jeter.

