

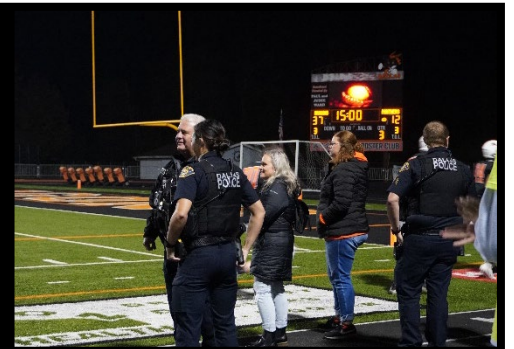


Chief of Police

Salary Range: \$117,778 – \$143,295

Excellent Benefits including health, dental, vision, HSA, PERS and cell phone allowance

Applications must be received no later than January 16, 2025



THE COMMUNITY

Coined by a former Mayor as, “The second largest Dallas in the world” we are proud of our small town charm while also providing top-notch services to our growing community. Nestled up against the Oregon Coast Range Mountains, we are a short 12-miles from Salem, the state’s capital city. Our residents enjoy tremendous parks, indoor and outdoor recreational opportunities, and the quintessential historic downtown with a courthouse square surrounded by shops and restaurants.

The community is home to West Valley Hospital and many other healthcare professionals. Public and Charter schools at every grade level are available in Dallas, including a satellite campus of Chemeketa Community College.

Dallas is a rapidly growing community with many diverse and complex residential and commercial building projects.

Read more about our [history and attractions](#).

THE ORGANIZATION

The City operates under a Council-Manager form of government. We provide Police, Fire & EMS, Economic and Community Development, Library, Parks & Recreation, Utilities (water, sewer, storm and street), Finance, Municipal Court and Administration services. Our employees are service-oriented and strive to facilitate the wants and needs of our residents. We embrace our core values of *Transparent, Accessible, Fair and Honest Government; Diverse and Humane Organization; Public Service; Fiscal Responsibility; Personal Honesty and Integrity; Excellence; and Teamwork*.

Click here to read more about our [vision and values](#).



We are a welcoming, safe and livable community dedicated to people and business.



THE DEPARTMENT

The Dallas Police Department is a full-service police agency, serving the Dallas community with 23 sworn officers and 4 civilian support staff members. The mission of the Dallas Police Department is to provide professional, effective and unbiased police services in a fair and ethical manner. The department is a state accredited agency, and received their initial accreditation from the Northwest Accreditation Alliance in 2024.

Dallas PD’s current command structure and management team includes a chief of police, deputy chief, a detective sergeant and four patrol sergeants. The operating budget for FY25 is approximately \$4.89M.

The agency includes two organizational divisions: *Field Services Division* (Patrol Section and Criminal Investigations Section) and *Administrative Services Division* (Office of the Chief, Records Section and Property & Evidence Section).

Department operations include Uniformed Patrol, Detectives, School Resource Officer, Traffic Safety Officer, UAS Drone Program, Volunteers in Policing and a Reserve Officer Program. The department participates in a variety of interagency programs such as the Polk County Major Crime Team, Polk County Peer Support and Polk MDT.

Dispatch services are provided 24/7 by the Willamette Valley Communications Center (WVCC).

THE POSITION & IDEAL CANDIDATE

As the Chief of Police, you will perform all administrative, supervisory and professional work in planning, coordinating, staffing, budgeting and directing the activities of the Police Department. You will also have responsibility as the Emergency Manager for the City of Dallas.

You will report to the City Manager and exercise supervision over all Police Department employees.

Our ideal candidate will be people focused and able to continue the good relationships we have with area residents. They will be an excellent communicator with a focus on transparency and caring. The new chief will be a positive realist who is not afraid to lead from the trenches and provide innovative and progressive leadership. The incoming chief will focus on a wellness culture prioritizing the physical and emotional health of your employees. Because our new chief will be taking the helm of a very busy department, they will thrive in a fast-paced environment. Our ideal candidate will embrace their role as a leader in the community and enjoy the challenge of engaging community members.

Our next police chief will enjoy a department with good employee relations and a cohesive staff. They will see that community expectations of the department are consistently met, and the department is generally well perceived by our residents. The budget has been well managed and the department is currently fully staffed.



The City anticipates going out for a general obligation bond during the May 2025 election to construct a new police station adjacent to the current city hall building. If that bond measure is successful, our new chief will be responsible to help see the department through the transition and relocation of services related to that project.

For details about the essential functions, minimum, and special qualifications, click [here](#).

SELECTION GUIDELINES

After receiving your formal application, we will review your education and experience. That will be followed by an oral interview and additional job related tests or tasks. Top candidates will participate in an open house to meet the community. A reference check, thorough criminal history background check, psychological evaluation, and medical physical may be completed depending on your successful completion of each step. Our successful candidate will be expected to meet the same physical standards as our officers.

To apply, submit an application online at <https://www.governmentjobs.com/careers/dallasor>.

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