CITY OF ALBANY

# Police Chief




RAFTELIS

## The Position

The City of Albany is seeking a forward-thinking, collaborative, and people-centered leader to serve as its next Police Chief. Reporting directly to the City Manager, the Police Chief provides executive leadership and direction for all aspects of the Albany Police Department, overseeing its administration, operations, and delivery of public safety services. As a key member of the City's Executive Leadership Team (ELT), the Chief helps shape the City's broader strategic direction, advances organizational priorities, and collaborates with fellow executive leaders to achieve citywide goals. The Chief may also lead special citywide initiatives and projects as assigned.




The Police Chief provides overall leadership and oversight of the department's day-to-day operations, ensuring effective law enforcement services and the fair and consistent enforcement of laws and ordinances. The Chief evaluates and adjusts organizational structure, staffing, and deployment to ensure resources are aligned with community needs and departmental priorities. Through short- and long-range planning, the Chief anticipates emerging public safety challenges, monitors crime and service trends, and keeps the City Manager and City Council informed of significant issues.

Committed to operational excellence, the Chief establishes and maintains policies, procedures, and practices that reflect current law enforcement standards, accreditation requirements, and industry best practices. The Chief also evaluates emerging technologies, trends, and innovative approaches to strengthen department effectiveness, improve service delivery, and support continuous improvement.

The Chief provides sound financial and organizational stewardship, directing the development and administration of the department's budget, long-term resource planning, and equipment needs. Equally important is building a strong, resilient workforce through effective recruitment and retention, officer wellness, employee development, performance management, and accountability. The Chief fosters a culture of professionalism, integrity, high standards, and continuous learning.

As the department's primary representative, the Chief builds strong partnerships across City departments and works collaboratively with local, county, state, and federal law enforcement agencies. The Chief also represents the City before governmental bodies, interagency committees, and community groups, fostering relationships that strengthen public safety and community trust. The Chief serves as a visible and accessible leader in the community, building relationships with residents, businesses, community organizations, the school district, and other regional partners. Through open communication, engagement, and accountability, the Chief works to strengthen public confidence in the department and its role in the community.

## The Priorities

The next Police Chief will have an opportunity to build on the department's strengths while preparing the organization to meet the evolving needs of a growing community. Key priorities include:

- **Position the department for continued growth and success.** Anticipate the demands of a growing community by aligning staffing, resources, and service delivery with evolving public safety needs. Make thoughtful, sustainable decisions that support effective operations today and position the department for future success.

- **Support employees and strengthen organizational resiliency.** Maintain a strong commitment to the mental and physical well-being of employees, positive labor relations, and the training and resources needed to build a resilient workforce. Continue supporting a diverse workforce and fostering an environment where employees feel valued, supported, and accountable.

- **Evaluate policies and improve operational effectiveness.** Review department policies and practices to ensure they reflect operational realities, support employees, and align with applicable standards and best practices. Refine policies within the CALEA framework to ensure accreditation standards are appropriately applied and reflect the department's organizational structure, workforce, and operational needs.

- **Invest in technology and plan for long-term needs.** Stay informed about emerging technologies, including artificial intelligence, and identify opportunities to leverage innovation to strengthen department operations and service delivery. Take a thoughtful approach to technology and equipment investments, balancing operational benefits with long-term costs and replacement needs.

- **Strengthen coordination across the justice system.** Build strong, collaborative relationships with the City Attorney and Municipal Court Judge to address public safety challenges, improve coordination, and advance shared community priorities.

- **Expand regional partnerships and collaboration.** Build and maintain strong relationships with local schools, the Linn County and Benton County Sheriff's Offices, and other regional public safety partners. Provide active regional leadership by identifying opportunities for collaboration, evaluating shared services and regional dispatch arrangements, and exploring ways to improve service delivery and efficiency for Albany and the surrounding region.

- **Be a strong and visible voice for the department.** Clearly communicate the department's evolution, accomplishments, challenges, and future direction. Keep employees, community members, and regional partners informed and engaged, building understanding and support for the department's work and priorities.





## The Successful Candidate

The Police Chief is an innovative, forward-thinking, and balanced leader who brings sound judgment, strategic perspective, and a commitment to excellence. Open to new ideas and approaches, they embrace innovation while recognizing the importance of understanding the department's culture, operational realities, and community needs. They bring a thoughtful, solutions-oriented approach to leadership, with the ability to navigate competing priorities, adapt to changing circumstances, and advance the department's priorities while maintaining a broader organizational perspective and understanding how departmental decisions affect the City as a whole.

An astute leader with a keen understanding of the political environment, the successful candidate understands the complexities and sensitivities of public safety leadership and navigates challenging issues with tact, diplomacy, and transparency. They recognize the Police Chief's role as both a strong voice for the department and an integral member of the City's Executive Leadership Team, embracing a One City perspective and working collaboratively to address organizational challenges. They are comfortable navigating outside pressures, communicating difficult or unpopular decisions, and standing behind the department and its employees while maintaining accountability and strong working relationships.

An effective and approachable communicator, the Chief builds genuine relationships throughout the organization and community. They communicate openly, honestly, and consistently, making complex issues understandable and ensuring employees and stakeholders are informed of both challenges and successes. They value inclusive decision-making, seeking input from others and creating an environment where people feel comfortable sharing ideas and perspectives. Equally important, the Chief is visible and accessible, taking time to connect with employees at all levels and remain engaged in the department's day-to-day operations, reinforcing its strong culture and positive working relationships.

An authentic, people-centered leader, the successful candidate leads with integrity, humility, and a genuine commitment to employee well-being and professional development. They establish clear expectations, foster mutual respect and accountability, and invest in mentoring and developing others. They understand the importance of officer wellness, positive labor relations, and a supportive workplace where employees feel valued and included. A thoughtful steward of public resources, the Chief ensures the department has the support, resources, and organizational capacity needed to meet both current and future public safety needs.





## Qualifications

Ten or more years of progressively responsible law enforcement experience, including at least five years of command experience, are required. Demonstrated success in executive leadership, organizational management, and leading through change is essential, as is the ability to navigate the operational and organizational demands of a growing community. Experience in municipal government and an understanding of how a police department operates within the broader organization are highly valued.

Demonstrated experience in budget development, financial management, and resource allocation, with the ability to navigate fiscal challenges while planning for future staffing, service demands, and organizational growth, is essential. Experience working in a unionized environment, building effective labor relations, and fostering a culture that prioritizes employee well-being and organizational resilience is key. The ability to build strong regional partnerships and provide leadership on complex public safety issues, including homelessness and mental health, is highly desirable. A forward-looking perspective on technology and its application to law enforcement operations is beneficial. Knowledge of CALEA accreditation is desired.

A bachelor's degree with major coursework in criminal justice, public administration, or a closely related field is required. A master's degree or advanced management education and training, such as the FBI National Academy or a comparable executive leadership program, is preferred. An equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities will be considered.

Special requirements include possession of, or eligibility to obtain upon appointment, an Executive Certification from the Oregon Department of Public Safety Standards and Training (DPSST), as well as a valid Oregon driver's license or the ability to obtain one upon hire. Candidates must also be able to meet department physical standards.

## The Albany Police Department

The Albany Police Department has a proud history of serving the community with professionalism, integrity, and a commitment to its mission of Excellence Through Service. With 67 sworn officers and 35 civilian employees, Albany Police Department provides comprehensive law enforcement services while emphasizing community partnerships, employee well-being, and continuous improvement. Albany Police Department is one of a select group of Oregon law enforcement agencies to achieve international accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). First accredited in 2019 and reaccredited in 2023, the department has demonstrated its commitment to nationally recognized standards, professional accountability, and operational excellence.

The department provides a full range of public safety services, including patrol operations, criminal investigations, community service officers, traffic enforcement, dispatch, and specialized law enforcement functions. Albany Police Department operates from a modern police facility that opened in 2017 and supports a comprehensive approach to public safety through partnerships with community organizations, regional law enforcement agencies, and other service providers. Programs such as the Diversity Alliance and Advisory Team (DAAT), which brings community members and police personnel together to foster dialogue and strengthen trust, and the Community Police Academy, which provides residents with firsthand insight into police operations, reflect the department's commitment to transparency, engagement, and collaborative problem-solving with all members of the community.

A defining characteristic of Albany Police Department is its investment in its people. The department has developed a strong emphasis on employee wellness, professional development, and a supportive organizational culture. These efforts have received recognition beyond the community, including a 2024 Top Workplaces Award from The Oregonian and the FBI Law Enforcement Executive Development Association (FBI-LEEDA) Agency Trilogy Award, recognizing the department's commitment to advanced leadership development. The department recognizes that a healthy, engaged workforce and strong leadership at every level are essential to delivering exceptional service and maintaining public trust.

As the Hub City of the mid-Willamette Valley, Albany plays an important role in the economic vitality, connectivity, and public safety of the surrounding area. The Albany Police Department embraces this regional role through strong partnerships with neighboring law enforcement agencies, community organizations, and the residents it serves. The next Police Chief will inherit a department with a strong professional foundation and a dedicated workforce, with opportunities to deepen regional partnerships, champion employee engagement, embrace innovation, and help shape the future of public safety in a growing city that balances its small-town character with its role as a regional leader.

## Inside the City of Albany

Operating under the Council-Manager form of government, the legislative and governing body is the City Council, composed of a nonpartisan Mayor and six City Council members. The Council is responsible for setting policy, legislative action, and overall budgetary authority. The City Manager is appointed by the Council and serves as the Chief Executive Officer overseeing municipal operations and implementing Council policies and direction.

With a 2025-2027 Biennial Budget of $494 million, the City of Albany provides services through ten departments, including City Manager's Office, Community Development, Finance and Municipal Court, Fire, Human Resources, Information Technology, Library, Parks and Recreation, Police, and Public Works. The biennial budget lays the foundation for continued progress, resilience, and innovation while honoring a commitment to the Council's strategic plan, community needs, and core services.

### Mission

We deliver quality public services, partner across the organization and community, and intentionally plan for the future to ensure Albany remains a safe, vibrant place to live.

### Vision

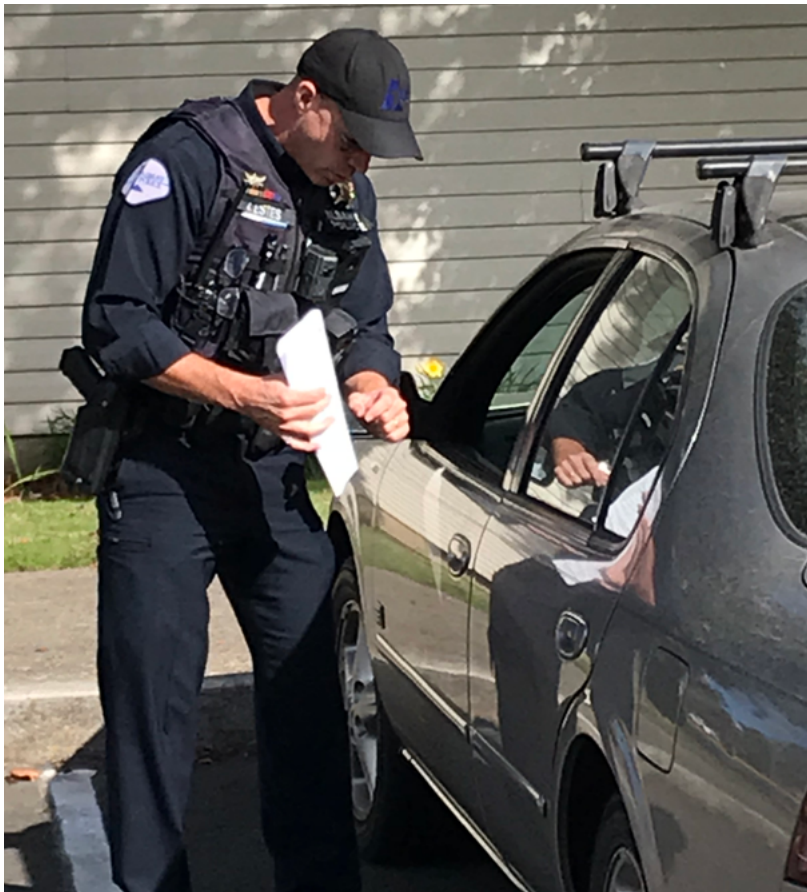
Albany is Oregon's hub city – a safe, welcoming community where neighborhoods thrive, people connect, and thoughtful infrastructure and growth create opportunity for generations.

### Organizational Values

- **Service:** We are accessible, responsive, and committed to serving our community.
- **Collaboration:** We work together - with each other and our community - to achieve better outcomes.
- **Stewardship:** We are trusted stewards of public resources and responsible decision-makers.
- **Innovation:** We embrace learning and seek continuous improvement.
- **Excellence:** We deliver high-quality work through professionalism, preparation, and leadership.

The City of Albany is at a key transition point with significant community growth on the horizon. The City is taking a strategic, proactive approach to ensure long-term organizational sustainability and continued delivery of exceptional services. Over the past year, Albany has restructured several positions to enhance service delivery, reorganized teams, including GIS and Utility Billing, to increase efficiency and collaboration, and strategically invested in new personnel and professional development. These efforts reflect a broader commitment to modernizing systems, empowering staff, and positioning the organization for long-term success.





## The Albany Community

Located in the heart of the Willamette Valley, where the scenic Calapooia and Willamette Rivers join, Albany, Oregon, is known as the "Hub City" with easy access via road or rail to many of the amenities that make the Pacific Northwest such a desirable place to live. With a population of approximately 60,000, Albany is located in both Linn and Benton counties and is the county seat of Linn County. Albany is at the center of a region full of possibilities. To the west, the Oregon Coast beckons with its sandy beaches and rugged coastline. To the east, the mountains and forests of the Cascades have endless activities such as hiking and skiing, and here in the valley, vineyards, lakes, rivers, and lots of curving backcountry roads are waiting to be explored.

Albany is widely considered Oregon's most architecturally diverse City, featuring four National Historic Districts: Downtown, Monteith, Hackleman, and the Airport. These districts form a diverse collection of architectural styles spanning the 1840s to the 1950s. Albany is also at the center of a region full of enriching arts and entertainment, with unique art experiences, great cinemas, music festivals, live theater, and is home to the distinctive Albany Historic Carousel & Museum.

Albany's commitment to quality of life is evident in its abundance of green space, providing an exceptional experience for all residents. Through a dedicated Parks & Recreation Department, the City maintains over 30 city parks and numerous trails, ensuring that nearly every neighborhood has nearby access to recreation. The City's park system includes sports fields, playgrounds, boat ramps, a community skate park, and an off-leash dog park, with Waverly Park offering summertime paddling on its lake. The City's recent Water Avenue Project has created a central gathering space downtown for concerts, farmers' markets, and other festivities throughout the year.

Albany has shifted from being primarily agricultural and timber-based to a more diversified economy. Major sectors now include manufacturing (specialty metals, advanced manufacturing), services (healthcare, education), government, and retail. With its mix of historic charm, great neighborhoods, and forward-looking economic development, Albany is a safe community offering a well-rounded, welcoming environment and a strong quality of life.

## Compensation and Benefits

The hiring range for the Police Chief is $143,144.39 - $193,244.90 and will depend on the qualifications of the successful candidate. The City of Albany provides a generous benefits package. For additional information and to learn more, please visit **Employee-Based Benefits**.

## How to Apply

Join a city focused on innovation, alignment, and building a strong foundation for the future. Applications will be accepted electronically by Raftelis at **raftelis.com**. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position is open until filled, with a first review of applications beginning **January 4, 2027**.

## Questions

For more information or questions regarding the City of Albany or the Police Chief position, please contact Heather Gantz at **hgantz@raftelis.com**.