

NOW HIRING

# CHIEF OF POLICE

City of Ridgefield



## Why Apply?

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*Lead in a collaborative, community-focused and fast-growing city. This is a challenging and rewarding career opportunity for an experienced law enforcement professional who would like to make a difference in an active community that takes pride in its history, natural beauty and management of the continued growth.*

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## The Community

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Ridgefield is a rapidly growing community of approximately 17,000 residents located along the I-5 corridor in southwest Washington. It encompasses nearly seven square miles and is approximately 10 miles north of Vancouver, WA and 14 miles north of Portland, OR. The city is comprised of newcomers excited about making this nature-filled place their new home; long-time residents who continue to revel in Ridgefield's picturesque surroundings, family friendly neighborhoods and parks, and a strong sense of community; major employers such as Costco and Vancouver Clinic, a Clark College satellite campus, and development of the Port of Ridgefield's 40-acre waterfront site – a natural extension of the historic downtown area.

Ridgefield's vision includes maintaining its small-town charm, investing in infrastructure improvements, supporting diverse business and recreational amenities, promoting transparent governance, and preserving natural areas:

**Small Town Charm:** Ridgefield is notable for the significant native American and Lewis and Clark Expedition history of the area. But the heart of Ridgefield's identity is the historic downtown that creates a welcoming small-town feel even with continued fast-paced growth.

**Community Health and Well-Being:** The area offers an outstanding quality of life with affordable housing, excellent schools, a very low crime rate, extraordinary outdoor recreation opportunities, a rich history, a mild climate, wineries, art galleries, unique shopping, restaurants, and much more.

Community members enjoy access to health care services, an array of parks and park amenities, recreational opportunities, youth-oriented activities, and an active waterfront district.

**Equity and Inclusion:** We welcome diverse perspectives and representation in local governance to better reflect and serve our community needs.

**Environmental Conservation and Natural Beauty:** We preserve and enhance our natural areas, corridors, trails and scenic landscapes with the Ridgefield National Wildlife Refuge as the jewel of our open space network.

**Public Safety:** The City has consistently invested in its Police Department and demonstrated strong community support for law enforcement. Ridgefield residents value their close connection with officers who serve them.

## The City Structure and Culture

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Incorporated in 1909, the City of Ridgefield operates under the council-manager form of government. With a 2026 annual budget of \$81 million, the City provides a full range of municipal services including water and stormwater,



operations and maintenance, parks and trails operations, capital and infrastructure management, engineering, and community and economic development. Fire/EMS services are provided by Clark County Fire and Rescue.

City leadership embraces a philosophy of continuous improvement individually and collectively, to lay the foundation for employee and community success. The workplace culture fosters collaboration and cooperation between departments and the city benefits from high levels of employee engagement. The City of Ridgefield has approximately 90 employees across five departments.

## The Ridgefield Police Department



RPD supports the community's quality of life by providing 24-hour coverage for the seven square miles of the city. The total budget for FY2026 is \$6.7 million, representing a 15.97% increase from FY2025. And, in October 2025, a public safety sales tax was implemented that is estimated to increase revenue by \$442,000 for in the first year.

The Police Department performs essential law enforcement services for the residents of Ridgefield, contracts for jail services with the Clark County Sheriff's Office and for court services with the Battle Ground Municipal Court.

Over the last two years, the Department has successfully implemented programs for the use of drones in law enforcement activities, body-worn cameras and vehicle dash cameras, and is in the final steps of implementing Lexipol policies.

Calls for emergency service are dispatched to officers in the field by the Clark Regional Emergency Services Agency (CRESA) over an 800 MHZ radio system.

Additional general information about the Ridgefield Police

Department may be found [on the City website](#) and key performance indicators in the [2026 Digital Budget Book](#).

### DEPARTMENT STRUCTURE

Police Chief - 1

Lieutenant - 1

Sergeants - 4

Police Officers - 14

Administrative Staff - 2

Neighbors On Watch Volunteer Program

## Why Ridgefield Police Department

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**Growth & Leadership Development:** This position is a hands-on executive role with and opportunity for personal professional development along with the opportunity to build future leaders and drive continuous improvement in a growing department.

**Supportive Community:** The Department creates partnerships that enhance safety education for the community and oversees the emergency management function. The department is fortunate to experience a good working relationship with residents and the local business community and continues to further strengthen those relationships through the implementation of neighborhood programs and community partnerships

**Interagency Partnerships:** Law enforcement agencies in Clark County work collaboratively, including cross-agency response teams.

**Strong Mission and Values:** The vision for the Ridgefield Police Department is to prepare for the growth of the community and to continually strive to build a progressive and responsive law enforcement agency based on its core values of integrity, compassion, accountability, respect, excellence and service.



## The Police Chief Opportunity

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The City of Ridgefield is seeking a decisive leader with clear command presence balanced by interpersonal skills that build trust and communicate effectively both internally and externally. This Chief position is an opportunity to join a high performing and growing department backed by a supportive community and strong quality of life.

The Police Chief is one of the most visible positions in Ridgefield. The City depends on the Police Chief to provide professional oversight and progressive leadership for the police department. The new Chief needs to develop a collaborative working relationship with labor, build a trust relationship with the City department heads and elected officials, and demonstrate excellent listening and communication skills.

The Police Chief reports directly to the City Manager and works in collaboration with the City's management team, Mayor and City Council and participates in the development and success of collective goals of the City. Except for general administrative direction, the Chief works independently with performance based on achieved results. He/she assumes full leadership and management responsibility for the Ridgefield Police Department services and activities.

# The Ideal Candidate

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The ideal candidate will take a forward-thinking approach to leadership, exhibit creative vision, leadership, excellent management and administrative skills, and highly collaborative interpersonal skills. The top candidate will be an experienced law enforcement leader with a proven record of accomplishment in a law enforcement organization and will have a broad background in law enforcement operations.

He/she will possess the vision and flexibility to adapt to

changing conditions in a growing community and be knowledgeable about best practices in community-oriented policing. The Police Chief will also be a strategically oriented, self-assured individual who can establish a reputation for fairness, honesty and compassion.

Attributes and characteristics desired in the Police Chief include:

- Ability to effectively promote the City's mission and objectives to a wide variety of audiences through open, transparent, and honest communication and the ability to effectively implement the mission and objectives.
- A high-energy engaged style, motivation to "own the job" and the full scope of responsibilities associated with managing the growing police department and organization.
- The ability to look at the big picture, identify and evaluate specific organizational and budgetary needs and to develop a progressive, long-term strategic plan designed to meet community law enforcement needs while maintaining a high level of service.
- Knowledge of current trends and issues that affect and influence law enforcement in order to bring further resources and opportunities to the department.
- Demonstrated ability to engage the community, understand the balance between community demands and department capabilities and help the community understand crime related and crime prevention issues.
- Creative and flexible problem-solving capabilities with the ability to elevate concerns early to the City Manager's Office as well as the ability to analyze and resolve complex and sensitive issues.
- Well-developed leadership and management skills with demonstrated ability to work collaboratively with organized labor and create a positive working environment characterized by teamwork and innovation.
- Intellectual honesty and a belief in the value and necessity of equity and diversity.
- Ability to create partnerships with the community including nonprofit organizations, private sector businesses, citizens and other law enforcement agencies.

Integrity, transparency, and maintaining a safe community and high level of customer service are of paramount importance.

## Education and Experience Requirements

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Any combination of experience and education which provides the applicant with the level of required knowledge and abilities may be considered:

Competitive candidates should have eight+ years of command level experience in modern police work which has afforded progressively responsible experience in a variety of police functions including major command duties. This should be supplemented by formal training in police administration and a bachelor's degree in a related field. A master's degree, successful completion of the FBI Academy or equivalent is preferred. Candidates must meet any state requirements including possession of a valid driver's license (or the ability to obtain one within 30 days of hire) with a clean driving record free from serious or frequent violations and the requirements of RCW 43.101.095, Peace Officer Certification.

Candidates who have been out of active-duty law enforcement for more than two years will not be considered.

## Compensation & Benefits

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For 2026, the annual salary range for the position is \$145,804 - \$203,620; and the starting salary is dependent upon experience and qualifications. The City offers a generous and competitive benefit package including:

- Medical, dental, vision, and long-term disability insurance;
- City paid life insurance equal to two times annual salary with a cap at \$300,000.
- Optional self-paid life insurance up to \$500,000 with medical approval;
- A flexible spending account;
- An Employee Assistance Plan;
- A VEBA account;
- Paid leave accrued on a per-pay-period basis including vacation with accrual of 160 hours the first year and increasing each subsequent year, 11 paid holidays, three (3) personal days, and sick leave with monthly accruals of 8 hours to a maximum of 1,200 hours;
- A robust Wellness Program;
- Professional development opportunities and payment of related costs;
- State provided long term care insurance and Paid FMLA leave;
- Deferred compensation ROTH and pretax options; and
- Retirement through Washington State Retirement Systems (LEOFF).



## How to Apply

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A resume and cover letter are required. Your cover letter should describe:

- Your qualifications related to the position,
- Your general management style in day to day operations,
- Your interest in being the next Chief of Police for the City of Ridgefield, and
- Your experience with community engagement and what steps you will take in the first 90-days to become part of the community.

**Application documents should total no more than six (6) pages.**

[Click here to upload your application packet.](#)

Finalists will be invited to recruitment activities scheduled to take place in Ridgefield. References will be contacted only following candidate approval. The final candidate will be required to successfully complete a background investigation which includes reference checking, a criminal background, polygraph, medical evaluation including a drug test and psychological testing.

All qualified candidates are strongly encouraged to apply.

### RECRUITMENT SCHEDULE

May 13 - Application Period Opens

June 12 - First Review of Applications

Late June - Candidate Interviews

***The City of Ridgefield is an equal opportunity employer committed to attracting and retaining a diverse mix of talented people who want to come, grow, and do their best work here. Together, we strive to create and maintain a working environment that is inclusive, equitable, welcoming and that provides the best possible services for our community.***

*This announcement is meant only as a general descriptive recruitment guide. It does not constitute either an expressed or implied contract and is not a complete description of the job.*



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*Connecting our historic past with a healthy future where people,  
nature and business flourish together.*

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