

NOW HIRING

CHIEF OF POLICE



Why Apply?

The City of Clyde Hill seeks an experienced law enforcement leader to guide a professional, dynamic police department. Located just east of Seattle across Lake Washington, nestled between Kirkland and Bellevue, Clyde Hill is a low-density residential community with highly educated and professional residents. It offers great schools, low crime rates, and natural beauty. The City desires a Chief who displays high professional integrity, exhibits sound judgement, and can deliver high-quality service to the community.



THE CITY OF CLYDE HILL

Incorporated in 1953, the City of Clyde Hill serves a population of 3,100 residents across one square mile with a 2026 budget of \$8.1 million. A team of 20 FTEs works across multiple departments: City Administration, Finance, Police, Public Works, and Building & Planning.

Clyde Hill is bordered by Bellevue, Kirkland, Medina, Yarrow Point, and Hunts Point and contracts with several of these neighbors to provide certain municipal services. The City of Bellevue provides fire, emergency medical, water, and sewer services. The City of Kirkland provides municipal court services. Jail services are provided through multiple partners, including King County and the City of Kirkland. Clyde Hill provides police services to approximately 1,100 residents of the Town of Yarrow Point.

The City operates under a Mayor-Council form of government, with a five-member City Council and a Mayor who serves as the Chief Executive Officer of the city. The Mayor and Council members are each elected at large to a four-year term. The Mayor appoints a City Administrator to oversee all City employees and enact the vision and goals of the City.

The City has a number of advisory boards and commissions made up of appointed resident volunteers, including the Planning Commission, Civil Service Commission, and the ad-hoc Financial Sustainability Taskforce. The City also appoints an independent Hearing Examiner to hold hearings and make decisions related to land use applications and appeals.



Police Department Mission

The mission of the Clyde Hill Police Department is to coordinate and lead efforts in our community to preserve the public peace and protect the rights of persons. We pledge to provide assistance to citizens in urgent situations and to be diligent in our efforts to detect and prevent crime. The Department is responsible for the enforcement of the laws of the United States of America, the State of Washington, City of Clyde Hill, and the Town of Yarrow Point.

THE DEPARTMENT

The Clyde Hill Police Department is a fully accredited agency which provides law enforcement services for the City of Clyde Hill and the Town of Yarrow Point, serving approximately 4,200 residents, as well as businesses, churches, and four schools. Clyde Hill and Yarrow Point enjoy some of the lowest crime rates in Washington State.

The Department believes in working closely with the community by fostering a relationship of trust, respect, and understanding. The Department uses general patrolling in an effort to detect and deter crime. In conjunction with that effort, a heavy emphasis on traffic enforcement is provided, which improves the safety of the community and heightens police visibility. The Clyde Hill Police Department responds to approximately 5,200 calls for service each year. Dispatch services are provided by contract through the North East King County Regional Public Safety Communication Agency (NORCOM).

Department Structure

Police Chief - 1
Commander - 1
Sergeants - 2
Detective - 1
Police Officers - 4
Administrative Staff - 2

Members of the police department are dedicated to accomplishing our mission by:

- Maintaining public peace and order through fair, professional, and impartial enforcement of the law;
- Fostering an environment of cooperation and trust within our organization and the community;
- Conducting public business effectively, efficiently, and with courtesy;
- Challenging the future with a spirit of optimism, enthusiasm, and innovation.

In 2026, the Clyde Hill Police Department has a \$3 million operating budget. The Department currently operates a robust UAS (drone) program, is a member of the Coalition of Small Police Agencies (CSPA), and has a CPTED certified officer who helps our residents prevent crime through environmental design. The Clyde Hill Police Department maintains close working relationships with our neighboring cities and jurisdictions throughout King County and participates in various mutual aid opportunities such as FIFA and other sporting events.





THE CHIEF OF POLICE OPPORTUNITY

The City of Clyde Hill is seeking a decisive leader who builds and fosters trust through a clear command presence balanced with strong communication and interpersonal skills. This Chief position is an opportunity to continue growing a high performing department within a very supportive community. The incoming Chief will develop a collaborative working relationship with labor and build a trust relationship with their team, other City departments, elected officials, neighboring communities and local residents.

The Chief of Police reports directly to the City Administrator and Mayor, works in collaboration with the City's management team 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 assessed on achieved results. The Chief assumes full leadership and management responsibility for all Clyde Hill Police Department services and activities.

The Chief of Police is one of the most visible positions in Clyde Hill. The City depends on the Chief to provide professional oversight and lead by example. The Chief must have strong organizational development experience and ensure procedures, policies and standards are in place and followed. They must demonstrate accountability while being open to new and creative problem solving, including seeking input from subject matter experts and other stakeholders. Being accessible and excelling at coaching and mentoring officers and staff is important.

An ideal candidate will have experience working with trauma-informed practices and be a calming voice in the face of crisis or significant community concern. A working knowledge of Washington public records laws, departmental budgeting, accreditation standards and law enforcement grant opportunities will be helpful.



EDUCATION & EXPERIENCE

Any equivalent combinations of experience and education may be considered. Bachelor's degree in a law enforcement related field and 8+ years of WA law enforcement experience, including a minimum of 3 years in a police command level position and successful completion of the FBI Academy is preferred. Candidates that have been out of active law enforcement for more than 2 years may not be considered.

COMPENSATION & BENEFITS

The annual salary range for the position is \$145,000 - \$190,000; starting salary is dependent upon experience and qualifications. The City offers a competitive benefit package including:

- Medical, dental, and vision insurance
- Additional \$1,126 per month for use in the City's Flexible Benefit Plan (Cafeteria Plan)
- Long-term disability insurance
- Social Security
- Minimum of 10 paid vacation days per year (increasing with longevity)
- 11 paid holidays, plus 1 floating holiday per year
- 5 paid personal days per year
- 12 sick leave days per year to a maximum of 1,440 hours
- Life insurance
- Retirement through Washington State Retirement Systems (LEOFF)
- A flexible spending account (FSA)
- An Employee Assistance Plan (EAP)
- Professional development opportunities and payment of related costs
- State provided long-term care insurance and paid FMLA leave
- Deferred compensation ROTH and pretax options

To Apply

Submit your resume (3 pg max) and cover letter describing your experience and leadership style (2 pg max) to:

Washington Association of Sheriffs and Police Chiefs

Attention: Bryan Jeter

bjeter@waspc.org • Phone 253-677-8576



Washington Association of

**SHERIFFS &
POLICE CHIEFS**