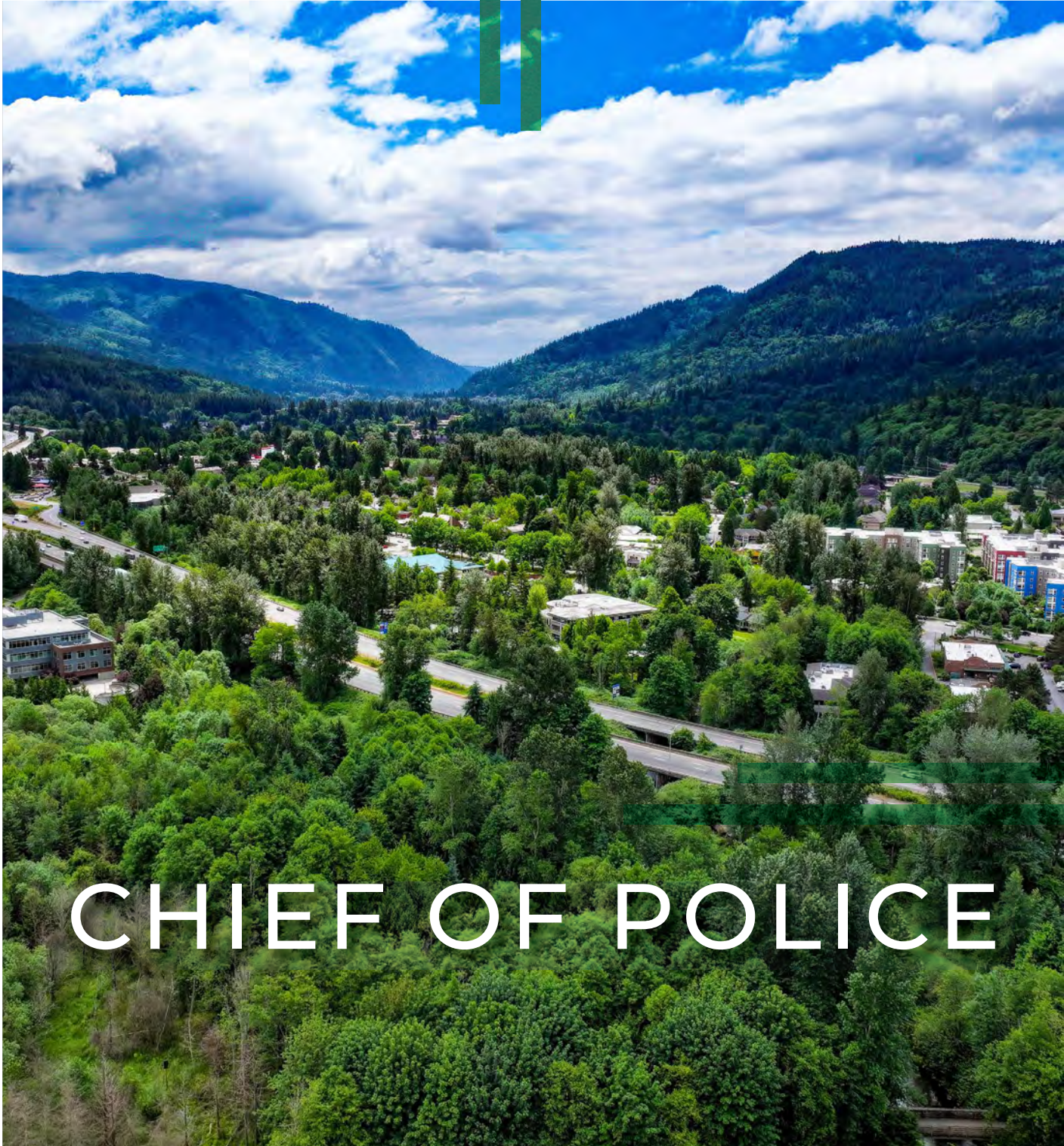


**A NATIONAL SEARCH**  
is underway for a new Chief of Police

**Issaquah, WA**



**CHIEF OF POLICE**

ISSAQUAH, WA



# THE 01. OPPORTUNITY



## The City of Issaquah is searching for a new Chief of Police.

A national search is underway to attract a strategic, engaging, and accomplished police executive to serve as the next Chief of Police for the City of Issaquah, Washington. This is an exceptional opportunity for a seasoned leader with advanced leadership skills, a proven record of collaboration, and the ability to build on the department's strengths while promoting a culture of service, professionalism, accountability, and trust.

The ideal candidate will be a dynamic and approachable leader who builds trust throughout the department and community, partners effectively with city and community stakeholders, and advances public safety through engaged leadership, employee development, succession planning, and clear communication.

# 02.

## THE CITY

**Nestled in the heart of the Puget Sound region, the City of Issaquah is a vibrant and welcoming community of approximately 40,000 residents, located just seventeen miles east of Seattle and minutes from Bellevue and Redmond. Issaquah offers the rare combination of close access to one of the nation's leading economic and technology centers while preserving the character, warmth, and livability of a close-knit community.**

Often described as a “base camp for Northwest adventure,” Issaquah sits at the foot of the Cascade Mountains and is surrounded by some of the region’s most celebrated natural landscapes, including Cougar, Squak, and Tiger Mountains, as well as nearby Lake Sammamish. These remarkable surroundings help shape the City’s identity, support a lifestyle centered on outdoor recreation and environmental stewardship, and provide an exceptional quality of life.

Issaquah seamlessly blends historic charm with a modern, forward-looking spirit. Its picturesque downtown features beloved landmarks such as the historic Train Depot and the iconic Shell Station and Feed Store, alongside a vibrant mix of local businesses, dining, arts, and community gathering spaces. Residents and visitors alike enjoy a lively calendar of cultural and civic activities, including the Saturday farmers market, professional theater, seasonal ArtWalk events, the salmon hatchery, and the local zoo. Each fall, the renowned Issaquah Salmon Days Festival welcomes more than 150,000 attendees, reflecting the City’s deep civic pride and strong sense of community.





**The City is also known for its highly regarded schools, engaged residents, and strong economic foundation. Anchored by the global headquarters of Costco Wholesale Corporation and supported by a diverse mix of technology, healthcare, and professional services employers, Issaquah benefits from a robust and innovative business environment. This balance of economic vitality and community values makes Issaquah an especially attractive place to live, work, and raise a family.**

Issaquah is a full-service city committed to thoughtful growth, innovation, sustainability, and responsive public service. Residents value safety, transparency, and collaboration, and they take pride in a community that is both progressive and deeply connected. The City's emphasis on partnership, trust, and quality service extends across its municipal organization and reflects the high expectations of an informed and involved community.

With its stunning natural setting, historic character, strong civic culture, and forward-thinking vision, Issaquah offers an exceptional environment for leadership and service. It is a community that honors its heritage, embraces the future, and continues to build on its reputation as one of the Pacific Northwest's most desirable places to call home.



# 03. CITY GOVERNMENT

**Issaquah operates under the Mayor–Council form of government, with the elected Mayor serving as the City’s chief executive officer. The Mayor appoints the City Administrator, who—along with a Deputy Administrator—oversees day-to-day operations, implements City Council policy direction, advances the City’s Strategic Plan, and coordinates services across departments and regional partners.**

The City is a full-service organization with approximately 300 employees and multiple bargaining units, delivering a wide range of municipal services to a highly engaged and service-oriented community.

Issaquah’s 2025–2026 biennial budget reflects a strong commitment to fiscal stewardship and community priorities, with total expenditures of approximately \$193.8 million in 2025 and \$202.6 million in 2026 across all funds, including \$66–68 million annually in the General Fund. The City maintains a AAA bond rating and has demonstrated a disciplined approach to balancing service expectations with long-term financial sustainability.

Public safety is a central priority within the City’s financial and operational framework. The adopted budget includes continued investments in police services, municipal court operations, and jail management, as well as regional fire and emergency services. These investments reflect both community expectations and the realities of a growing city in a complex regional environment.

The Chief of Police is appointed by the Mayor and reports to the City Administrator. As a key member of the City’s executive leadership team, the Chief plays a critical role in advancing organizational priorities, managing resources effectively, and maintaining the City’s strong reputation for safety and community trust. The Chief is expected to lead a department that is data-informed, community-focused, and adaptable while ensuring alignment with broader City goals and regional public safety partnerships. For additional information about the City of Issaquah, please visit [www.issaquahwa.gov](http://www.issaquahwa.gov).

# 04.

## THE ISSAQUAH POLICE DEPARTMENT (IPD)

The Issaquah Police Department is a full-service municipal law enforcement agency that provides patrol, investigative, corrections, dispatch, and administrative support services to the community. The Communications Center (Dispatch) and the Jail provide service to the Issaquah community, as well as contract services to other jurisdictions.

The Department operates under the leadership of the Chief of Police. With a 2026 budget of \$17.6 million, the IPD has 38 commissioned police officers, 15 correctional staff, and 24 civilian professional staff, who work in one of four divisions, each led by a police commander or civilian manager as follows:

- The **Operations Division** is the primary provider of police services and thus has the highest number of commissioned officers assigned to the division. Officers are deployed on a 24-hour basis, responding to both emergency and non-emergency situations. Other units include Detectives, Traffic, and the Community Resource Officer, ensuring rapid and effective service delivery.
- The **Corrections Division** is responsible for managing corrections, transportation, and various programs related to inmate services.
- The **Police Support Services Division** manages the department records functions and includes several records employees, the support services coordinator, and the evidence technician.
- The **Communications Division** dispatches emergency and non-emergency calls for service on a 24-hour basis. The division has a Communications Manager, two Lead Dispatchers, and 10 dispatchers, who currently report to the Chief's Office.





# THE POSITION **05.**

**Appointed by the Mayor, but under administrative direction of the City Administrator, the Chief of Police serves as the executive leader of the Issaquah Police Department and is responsible for providing leadership and management for the efficient and effective delivery of public safety services. The Chief also plans, directs, and manages all law enforcement, crime prevention, and administrative support services.**

The Chief is accountable for personnel management, including hiring, training, evaluation, and discipline, while fostering a culture of professionalism, accountability, and service. This role also oversees the development and administration of the Department's budget, ensuring the responsible allocation of resources to meet community and organizational needs.

In addition, the Chief serves as the primary advisor to the Mayor, City Administrator, and City Council, preparing reports, presenting policy recommendations, and coordinating with other City departments, outside agencies, and community stakeholders. The Chief represents the organization in interactions with elected officials, regional partners, and the media while addressing sensitive issues and maintaining public trust. The Chief also remains informed of emerging trends in law enforcement, incorporating best practices to enhance safety, effectiveness, and community confidence.

# 06 THE IDEAL CANDIDATE

The ideal candidate for Chief of Police will be a visible, trusted, and steady leader who inspires confidence throughout the department and the community. This individual will lead through presence, accessibility, and genuine engagement, staying connected to the day-to-day life of the organization while providing clear, consistent direction. Through fairness, dependability, and sound judgment, the next Chief will foster trust and confidence at every level.

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The successful candidate will be a strong organizational leader who can enhance accountability with clear expectations and promote consistency across the department. This Chief will empower supervisors, ensure follow-through, apply standards equitably, and cultivate an environment where employees feel valued, respected, and supported. Equally important, the next Chief will be committed to mentoring personnel, developing future leaders, and building a strong foundation for long-term organizational success and stability.





**An exceptional communicator, the ideal candidate will engage effectively at every level, including with employees, city leadership, elected officials, and community stakeholders.**

This person will be transparent, composed, and credible in public settings, able to communicate decisions clearly and lead with thoughtfulness in high-profile or politically sensitive situations. The strongest candidate will also bring a collaborative, citywide perspective, working across departments, balancing competing priorities, and advocating effectively for the department while contributing to broader city goals. Forward-looking and pragmatic, the next Chief will bring vision, strengthen public trust, and chart a clear, confident path for the future.

# 07. QUALIFICATIONS

## Education & Experience

Candidates must have a minimum of ten years of law enforcement experience, including at least three years in a management-level position. Experience as a Police Chief or high-level commander is preferred.

A bachelor's degree in Police Science, Criminal Justice, Public Administration, Law, or a related field is required; a master's degree is preferred. Executive-level training, such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute, or PERF's Senior Management Institute for Police, is highly desirable.

## License/Certification Required

- Candidates must meet Washington State certification requirements.
- Must possess or be able to obtain a valid Washington driver's license.



# 08. COMPENSATION AND BENEFITS

The annual salary range for this position is \$200,708 to \$264,117; placement within the range will be based on qualifications. The City has a competitive benefits package. For more information on employee benefits, visit [here](#).

# 09.

## NOMINATION AND APPLICATION PROCEDURES



### APPLY TODAY!

Please submit a compelling cover letter, a comprehensive resume, and a list of references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). The first review of submissions will be May 4, 2026. References will not be contacted until mutual interest has been established. Public Sector Search & Consulting will conduct screening interviews as applications are received. Only the most qualified candidates will be invited to participate in the selection process, which is expected to begin in mid-May 2026.

Once a selection is made, an offer will follow, contingent upon the successful completion of the City's hiring process, which includes a background investigation. It is anticipated that the selected candidate will join the City of Issaquah in June 2026 or on a mutually agreeable date.

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### APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

**Mr. Gary Peterson, Chief of Police (Ret.) - President/CEO**

**Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

(916) 622-5323 (mobile)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)



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6520 Lonetree Blvd.  
Suite 1040  
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## PHONE & FAX

Phone (916) 789-9990  
Fax (916) 290-0201

## WEB & EMAIL

Email [info@publicsectorsearch.com](mailto:info@publicsectorsearch.com)  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Web [publicsectorsearch.com](http://publicsectorsearch.com)

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