

POLICE CHIEF

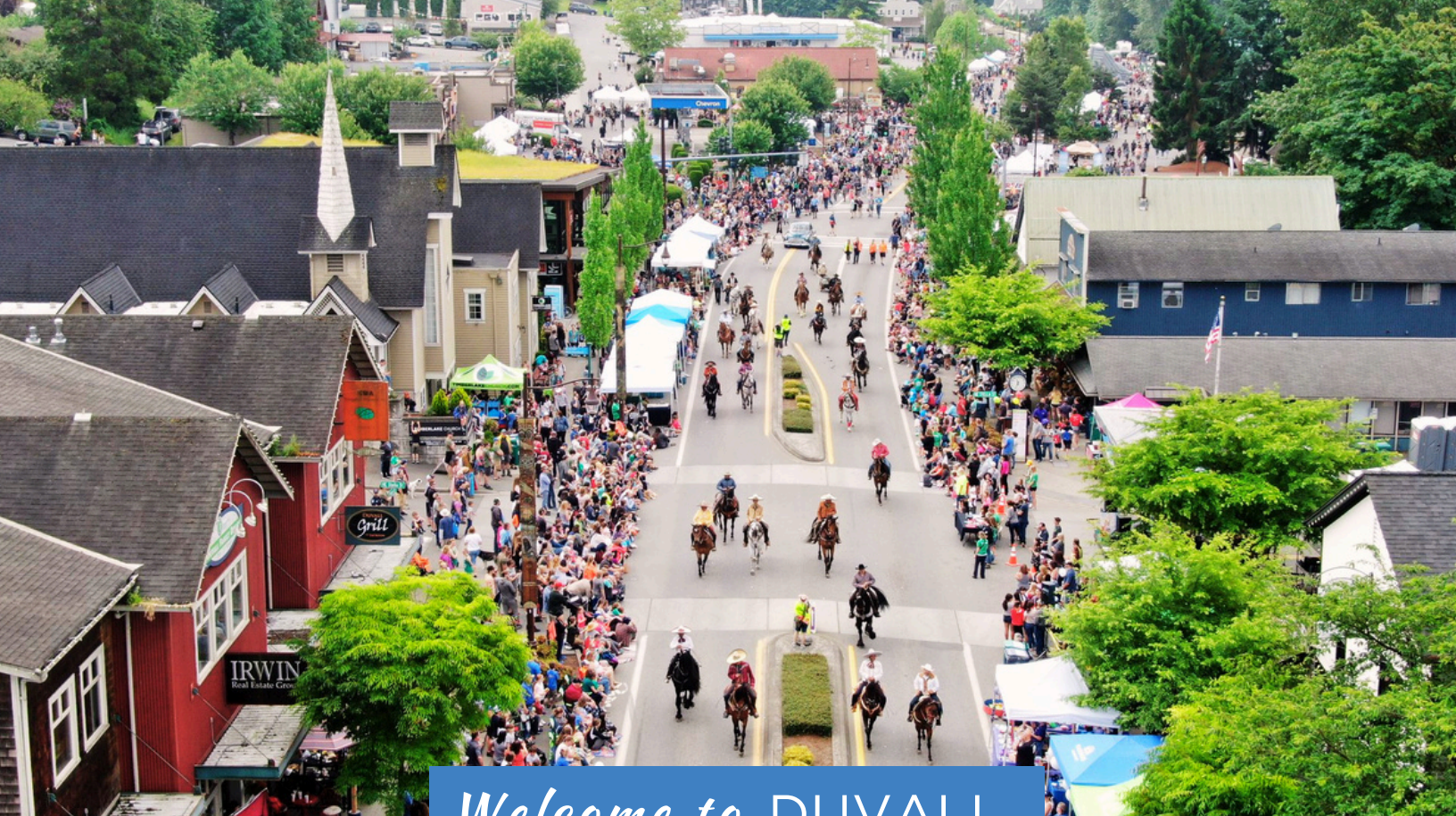
CITY OF DUVALL *Washington*



Why Apply?



This position offers a unique opportunity to lead and inspire a young, highly engaged workforce, continue advancing and reinforcing a high-performing, service-focused organizational culture, and partner effectively with the community to ensure exceptional service delivery. Duvall is a growing community with a small-town feel just east of the Seattle metro area. It offers a suburban lifestyle just minutes from big-city amenities. No call is too small in Duvall, where the administration prioritizes the health and wellness of department members. DPD enjoys robust community support, along with the support of the Mayor, City Council, and City staff. All partners are enthusiastic and ready to actively support the new Chief in shaping the Police Department's future vision. This role is well suited for an applicant who values a supportive and collaborative environment. If you are looking for a friendly and supportive community, an engaged and collaborative City Council, and a great quality of life, this may be the right opportunity.



Welcome to DUVALL

Located in the picturesque Snoqualmie Valley about 25 miles northeast of Seattle, Duvall is a growing community of approximately 8,800 residents surrounded by forested hills, farmland, and the Snoqualmie River. With its rural surroundings and close-knit community, Duvall offers a quieter alternative to the suburban Eastside while remaining within commuting distance of the major employment centers of Redmond, Bellevue, and Seattle.

Despite its proximity to the Seattle metropolitan area, Duvall has retained much of the character rooted in its early logging and farming history. Family farms, roadside produce stands, equestrian properties, and open views across the valley are just minutes from town. Downtown Duvall is centered on Main Street, where local restaurants, coffee shops, boutiques and service businesses occupy a walkable collection of storefronts. Public art adds personality throughout town, reflecting a long-standing local interest in music and the arts.

The city manages more than 14 park and recreation sites covering nearly 45 acres. McCormick Park stretches along the Snoqualmie River near downtown, offering river access and serving as the northern trailhead for the Snoqualmie Valley Trail. This popular soft-surface trail follows a former rail corridor more than 30 miles toward Snoqualmie Pass, providing a scenic route for walking, running, cycling and horseback riding. Residents also enjoy a dog park, skate park, beach with a boat landing, and easy access to hiking destinations in the surrounding mountains.

Residents are highly engaged and gather for annual traditions that reinforce the city's strong sense of community. Duvall Days fills downtown with a parade, vendors, entertainment, and fireworks, while SummerStage brings free concerts to local parks. The farmers' market, holiday tree lighting, arts festivals, movies in the park, and other seasonal gatherings contribute to an active community life.

THE CITY OF DUVALL

Duvall is a full-service city serving approximately 8,800 residents across 2.5 square miles in King County. The City operates with a current annual budget of \$49 million and a team of 58 employees. Departments include the City Administrator's Office, City Clerk, Finance, Community Development, Police, Public Works, and Emergency Management. The City is served by King County Fire District 45, which contracts with Eastside Fire & Rescue for fire and emergency medical services.

Incorporated in 1913, the City of Duvall operates as a non-charter code city under a strong Mayor-Council form of government. The Mayor and seven City Councilmembers are elected at large to staggered four-year terms. Mayor Amy McHenry was elected in November 2025 after previously serving on Council since 2018. City Administrator Cynthia McNabb has been serving in her position since 2022.



THE POLICE DEPARTMENT

The Duvall Police Department serves the close-knit city of Duvall with community-oriented policing at the center of its operating philosophy, helping maintain the community's reputation as one of Washington's safest cities. With patrol as its primary mission, the department operates with an annual budget of \$4 million and responded to 3,857 calls for service in 2025.

The Police Chief leads an authorized staff of 17 FTEs: a chief, a lieutenant, 2 sergeants, 11 officers, a records manager/evidence technician, and an administrative specialist. Two officer recruitments are currently in the background phase. Specialty assignments and collateral duties include a school resource officer, firearms and defensive tactics instructors, TASER and WRAP instructors, fleet management, and officers trained to operate personal watercraft for summer patrols on the Snoqualmie River. Officers and sergeants are represented by the Duvall Police Officers' Association. The department also participates in the Coalition of Small Police Agencies Major Crimes Task Force, giving the agency access to regional investigative expertise and resources.

The department takes pride in being a small but mighty agency where officers are known by name, every team member's voice matters, and compassionate, community-focused service makes a meaningful difference in people's lives. Officers have built relationships with local schools, businesses, residents, and community organizations to create a safe and welcoming environment, embracing diversity and understanding why inclusion is an important value for the organization and community.

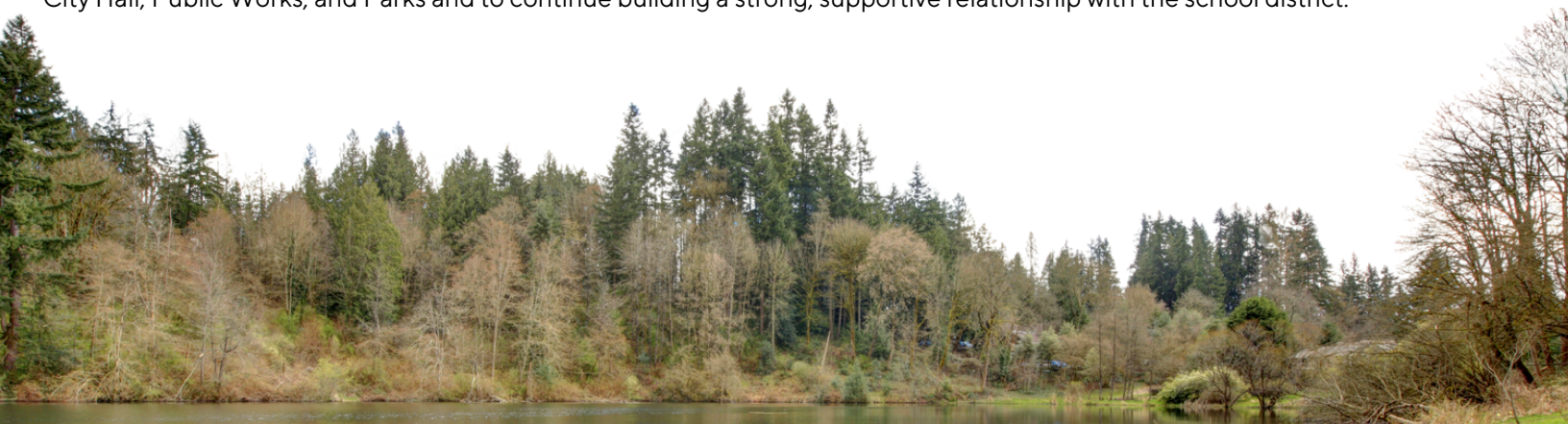


THE POLICE CHIEF

Reporting to the City Administrator, the Police Chief provides overall leadership and administration of the department, including personnel, operations, budgeting, policy, community relations, and interagency partnerships. As a working chief, the position also participates in field operations as needed, leading by example and supporting department staffing and community safety.

OPPORTUNITIES & CHALLENGES:

- 1) Recruitment and retention of police officers continue to be challenges nationwide. Duvall PD has made good initial strides in rebuilding and restaffing the department, but more work remains to recruit, hire, and retain well-qualified officers.
- 2) The new Chief will need to ensure DPD meets all compliance requirements and follows policing best practices, particularly as they relate to policies and procedures.
- 3) In alignment with the community and City culture, the new Chief will have the opportunity to partner with City administration and DPD to strengthen a unified and well-defined organizational vision and culture that fosters trust, shared purpose, and consistent service to the community.
- 4) This role invites the new Chief to actively partner and work closely with City colleagues to foster strong connections throughout City Hall, Public Works, and Parks and to continue building a strong, supportive relationship with the school district.





IDEAL CANDIDATE TRAITS

- Demonstrates enthusiasm and creativity and brings fresh ideas.
- Brings tenured, stable leadership with a focus on building a strong organizational culture.
- Is a visionary leader who holds themselves and others accountable.
- Possesses strong interpersonal skills, including the ability to communicate clearly and effectively.
- Has demonstrated experience with budgets, policies, procedures, and labor relations.
- Mentors and develops future leaders with a focus on succession planning.
- Works effectively with community partners, City departments, and elected officials.
- Is mission, vision, and values oriented and can effectively build and maintain a culture of excellence.
- Is transparent, collaborative, and inclusive.
- Is innovative and embraces emerging technologies and policing best practices.
- Is visible, accessible, interactive, and authentic, with a people-centered management approach grounded in humility.

EDUCATION & EXPERIENCE

- Bachelor's degree in criminal justice, police science, or related field.
- At least 10 years of experience in law enforcement with not less than 5 years of management responsibility. A demonstrated work history of additional roles and responsibilities within an organization is preferred.
- Or an equivalent combination of education and experience that demonstrates the required knowledge, skills, and abilities.

COMPENSATION & BENEFITS

The City of Duvall offers an annual salary range of \$165,102 to \$203,058, based on qualifications and experience, along with a comprehensive benefits package.

RESOURCES

[Police Department](#)

[City Budget](#)

[Municipal Fiscal Sustainability Plan](#)

[Welcome to Duvall](#)

[Duvall Profile Video](#)

[Police Recruitment Video](#)

[Duvall Chamber of Commerce](#)



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APPLY**

Apply Online: gmphr.com

First Review: September 27, 2026

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