

Deputy Chief Exam Plan – 2025

Requirements

- High School graduation or a GED certificate. Five years of experience with a law enforcement agency, three years of which must have been as a Police Sergeant or equivalent rank with supervisory responsibilities plus one of the following:
 - Graduation from an accredited law enforcement academy in Washington State; or
 - A passing score on the Washington State Equivalency examination; or
 - Graduation from an accredited law enforcement academy in some other state (applicants in this category must pass the Washington State equivalency examination within twelve months of hire. Failure to pass this examination within the time limit, could be grounds for termination.)

Preferred Requirements

- The department prefers candidates with related college education and a background in successful implementation of community policing principles.

Exam Plan Review by Civil Service Commission on July 10, 2025, meeting

Recruitment and Screening

- WASPC to help us identify the best qualified candidates and have the top 3-5 go to a selection process that can consist of three boards.
- Candidates will be reviewed by HR and the Police Chief to verify qualifications are met.
- Candidates that meet the qualifications will be invited to participate in an oral board interview.

Oral Board

- Three Oral Board Panels
 - Ops board. Made up of TPD staff. One first line, one first line supervisor, one admin staff and one from the union
 - Community board. Key community members
 - Peer/Director board. 3-4 peers or department directors that the DC will interact with on a regular basis
- All boards weighed equally
- Candidates passing with a 70% minimum score will be ranked on an eligibility list

Consideration for list approval at future Civil Service Commission meeting.

The top seven (7) candidates are eligible for Chief's Interview, and any may be selected