

Deputy Chief Exam Plan – 2025

Requirements

- Must be a current, commissioned, fully appointed employee of the Tumwater Police Department
- Must have at least ten years of experience with a law enforcement agency, including three years with the Tumwater Police Department, and three years as a Police Lieutenant or in an equivalent middle manager role.

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 at May 8, 2025, meeting

Recruitment and Screening

- Announcement and Internal recruitment period posted for two weeks beginning May 9, 2025
- A letter of interest which details qualifications and a completed city application
- 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 – Late May/Early June, 2025

- 10 – 15 Questions
- Rating Criteria
 - Job Related Education and Experience (30%)
 - Managerial/Supervisory Orientation (20%)
 - Knowledge and Judgement (25%)
 - Communication Skills Demonstrated in the Interview (25%)
- Candidates passing with a 70% minimum score will be ranked on an eligibility list

Consideration for list approval at June 12, 2025, Civil Service Commission meeting.

The top three (3) candidates are eligible for Chief's Interview, and any may be selected