



# Confederated Tribes of the Colville Reservation

Human Resources Office

P.O.Box 150

Nespelem, WA 99155

(800) 506-9434

(509) 634-2842

Fax (509) 634-2864 [www.colvilletribes.com](http://www.colvilletribes.com)

**POSITION:** Chief of Police

**SALARY:** \$ 85,000 per year, with a \$5,000 increase upon completion of one year probationary period. Position will also be entitled up to a 15% availability pay differential as determined by the Director of the Office of Public Safety to cover 24-hour on-call status of position

**REPORTS TO:** Director, Office of Public Safety/Executive Director

**LOCATION:** Colville Indian Agency Campus,  
Colville Tribal Police Department  
Nespelem, WA

**BASIC FUNCTIONS:** The Chief of Police (COP) is a full function law enforcement professional who will have the overall supervisory and command authority over all aspects of the Colville Tribal Police Department (CTPD) and the actions and activities of those persons working for the CTPD. The COP will ensure public order is maintained; all laws and ordinances pertaining to the Colville Indian Reservation (CIR) are enforced, and take all necessary measures to prevent crime and protect the lives, and property of all persons living, working, or visiting the CIR. The COP will administer the programs to include, but not limited to the selection, training, supervision, and discipline of all department personnel in compliance with CTPD and Colville Tribal rules and guidelines, and is expected to exercise independent judgment and action, while taking into consideration the constitutional and administrative limitation to these actions. The COP will be responsible for the development of both tribal and BIA 638 budgets, resolutions regarding police matters and other administrative matters for submission to the Director of the Office of Public Safety (OPS) in a timely manner, or upon request. The COP will update and advise the executive Director and/ Or the chairperson of the Law & Justice Committee upon request.

## MINIMUM QUALIFICATIONS

### Education and Training:

- ☐ Bachelor's Degree in Criminal Justice, and six (6) years of law enforcement experience, three (3) of which must be at a supervisory level equivalent to a Captain or above in a law enforcement agency: **OR**
- ☐ Ten (10) years of progressively responsible experience, 3 of which must be at a supervisory level equivalent to a Captain or above in a law enforcement agency; **OR**
- ☐ Law Enforcements education or experience, which strongly demonstrates the ability to perform the duties/functions of this position, may be substituted on a month-for-month basis for minimum qualifications.
- ☐ Must have successfully graduated a certified federal or state law enforcement academy.
- ☐ Must have a thorough knowledge as to the enforcement and differences of tribal, federal, state and local laws.
- ☐ Basic knowledge of Tribal operations and organizational structures.
- ☐ Ability to establish and maintain effective working relationships with the department, local and area officials, the general public, and the Tribal government.
- ☐ Knowledge of the professional, technical, and legal aspects of the programs to be administered.
- ☐ Must have the ability to analyze complex problems and determine effective, efficient means of resolution.
- ☐ Must have the ability to maintain strict confidentiality.
- ☐ Must be able to successfully clear an extensive Criminal and Administrative Background investigation, the results must not reflect any felony nor misdemeanor convictions. As part of this background investigation, the applicant must pass a polygraph test.
- ☐ Must possess and maintain (Or have the ability to obtain prior to employment) a valid Washington State Driver's License and be eligible for the Tribes' vehicle insurance.

**Note:** Pursuant to CCT policies, this is subject to pre-employment, post accident, reasonable suspicion and random drug testing.

**TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL ALSO BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE MINIMALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.**

**CLOSING DATE:** Applications and supporting documents **MUST** be received in the Human Resources Office by 12:00 midnight, **Friday, July 18, 2014.**

**NEW:** Effective May 12, 2014: All notifications from Human Resources will be sent by e-mail, Please make sure your email address is entered on your application.

**INFORMATION:** Confederated Tribes of the Colville Reservation  
Human Resources Office  
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**JT- 7221**