

Administrative Leave – Maximum of 10 days.

Uniform Allowance – \$1,000 a year.

Vehicle – Provided.

Vacation –88 hours during the first year.

Other Benefits – Education Pay, Longevity Pay, Long-term Disability Insurance, Family Sick Leave, Bereavement Leave.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at **www.bobmurrayassoc.com** to apply online.

Filing Deadline: April 2, 2010

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of El Cerrito. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call Mr. Regan Williams at (916) 784-9080.



CITY OF EL CERRITO, CA

INVITES YOUR
INTEREST IN
THE POSITION OF

POLICE CHIEF



THE COMMUNITY

The City El Cerrito, population 23,596, is a city with numerous positive attributes, great location, stable residential neighborhoods, good transit and highway access, numerous parks and recreational facilities, and involved residents. El Cerrito is located in western Contra Costa County and forms part of the highly urbanized area along the eastern shore of San Francisco Bay. This 3.9-square-mile city is blessed with a pleasant climate year-round, and the hilly areas of El Cerrito provide spectacular views of its famous neighbor, San Francisco.

The Silicon Valley, Berkeley, San Francisco, and Sacramento are within easy reach. El Cerrito is strategically located along Interstate 80 and is less than 30 miles from two major airports. Its extensive transportation system includes two Bay Area Rapid Transit (BART) stations. Its residents enjoy the 80-acre tree-lined Hillside Park open space, as well as 45 acres of parks, 18 acres of school recreational areas, and 38 acres of other amenities. These amenities include the Ohlone Greenway, a pleasantly landscaped area which runs along the BART right of way the length of the City and is popular with walkers, runners and bicyclists.

One of the City's greatest assets is its residents. El Cerrito is a well-educated community, with 70 percent of people 25 and over having attended college.

The goals of the El Cerrito Police Department are to enhance the quality of life, seek solutions to problems and foster a sense of security within the community. The incoming Chief will oversee a staff of 56 with 46 sworn and a budget of \$8.9 million.

The El Cerrito Police Department is committed to providing quality service in partnership with members of the community. They strive to attain the highest degree of

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ethical behavior and professional conduct at all times. The Department is dedicated to providing a quality work environment, which develops its members through effective training and leadership. The goals are to enhance the quality of life, seek solutions to problems and foster a sense of security within the community.

The Department provides a full range of services to the community through three Divisions: Field Operations, Administrative and Support, and Investigations. Although the Divisions have separate functions and responsibilities, it is the goal of the Department to provide professional service delivery of the highest quality, which will form a sense of pride and satisfaction in all members of the community.

The City contracts with State and other local agencies to provide and support police services in the most cost effective manner. Police dispatching is contracted with the Richmond Police Department, while Criminalistic Services and Animal Control Services are contracted with Contra Costa County. The Department cooperates with other police agencies and the California Department of Justice to provide the West Contra Costa County Narcotics Task Force. The Police Department also contracts



with the State of California for the California Identification System, which utilizes computer technology to evaluate fingerprint evidence for the identification of criminals. The City and the Department are also active members of the East Bay Public Safety Corridor Partnership.



THE IDEAL CANDIDATE

The City seeks a dynamic, innovative, community oriented and visionary individual to serve as its next Police Chief. The incoming Chief should be open and accessible with a passion for the job. The ideal candidate will have a high level of communication both verbal and written and the ability to communicate with people at all levels. A Chief who can build on the strengths of the department and move them forward will be valued.

The new Police Chief should possess strong interpersonal skills. The ideal candidate will be a self confident and mature individual. Being a part of the City executive management team, the ideal candidate will work collaboratively with the City Manager and all City staff. The ideal candidate will have a positive track record with working with employee groups/associations.

The incoming Chief will be able to accomplish goals and prioritize the day to day operations of the Department. He/she will work collaboratively with the staff and keep an open door policy. An open, honest, and ethical individual is essential for this position. El Cerrito seeks an advocate for the Department as he/she will manage the development and implementation of departmental goals, objectives, policies and priorities assigned to the Field Operations, Administrative and Support, and Investigations Divisions.

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The ideal candidate should have six years of broad and extensive experience in all major phases of municipal police work including three years of management and administrative responsibility. A team oriented, flexible individual with experience in budgeting will excel in this position.

A Bachelor's degree in criminal justice, police science, public administration or a related field is required. A Master's is preferred.

COMPENSATION

The salary for the Police Chief is open, DOQ. The City also offers an attractive benefits package including:

Retirement – PERS 3% @50, with EPMC and City pays employee share.

Flexible Benefits Plan – City contributes up to the family Kaiser premium.

Dental – City will pay full cost of employee plus dependent coverage under the Delta Dental Plan.

Life Insurance – Annual Salary (max of \$100,000).

Holidays – 11 ½ holidays plus birth-day/and 3 floaters.