



CITY OF MONTEBELLO, CA

INVITES YOUR INTEREST IN THE POSITION OF

POLICE CHIEF



THE COMMUNITY

Present day Montebello had its beginning in May 1899. The town site was originally formed on 40 acres of land owned by Harris Newmark and Kasper Cohn, two well known Los Angeles businessmen. Although first given the name Newmark, it was later called Montebello, meaning “beautiful hills” in Italian, at the suggestion of a gentleman named William Mulholland. It was Mulholland who developed the Montebello water system, which was incorporated as the Montebello Land and Water Company in 1900.

Originally an agricultural community, Montebello boasted having the ideal climate, rich and productive soil and an abundance of water. From the turn of the century and through the 1920's, the area was famed for its production of flowers, vegetables, berries, and fruits. However, the discovery of oil by the Standard Oil Company on the Anita Baldwin property in 1917 brought revolutionary change to Montebello. The agricultural hills soon became a major contributor to oil production. By 1920, Montebello oil fields were producing one-eighth of the state's crude oil. On October 19, 1920, Montebello was incorporated as the 35th city in Los Angeles County.

Today, the City of Montebello, with a population of just over 63,000 is a balance of quiet residential neighborhoods and industrial and commercial centers. The City's 8.4 square miles are composed of well maintained and beautifully landscaped public amenities that include seven public parks and an 18-hole municipal golf course.

CITY GOVERNMENT

The City of Montebello is a General Law city with a Council-Administrator form of government. The five City Council members are elected at-large to overlapping four-year terms. The Mayor is appointed

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to a one-year term by the other members of the Council. They also serve as the executive board of the Community Redevelopment Agency. The City Council hires the City Administrator who is responsible for managing the day-to-day operations of the City. Montebello is a full-service city with a total city budget of \$160 million, a \$49 million General Fund budget, and 645 full and part-time employees working in one of eight departments: Police, Fire, Finance, Personnel and Risk Management, Planning and Community Development, Municipal Services, Economic Development and Transportation.

City Council meetings are held on the 2nd and 4th Wednesday of each month.

THE DEPARTMENT

The Montebello Police Department is a full service organization committed to traditional values of close community involvement and the value of the individual employee. The Montebello Police Department is big enough to provide challenge and variety, yet small enough to treat each employee as a person, not a number. The Department consists of 87 sworn officers, and 59 civilian personnel organized into three divisions: Field Services, Investigative Services, and Support Services. A



Reserve Officer Corps, a Police Chaplain Corps, a Police Explorer Program and a civilian Citizen's on Patrol program augment the Department. The department maintains specialized units in many areas including, Traffic Investigations, which consists of both, motorcycle units and a traffic unit, Adult and Juvenile Investigations, Narcotics Investigations, Gang Investigations, the Graffiti Task Force, a K-9 unit, and a training bureau. Individual career development is encouraged through extensive advanced training and educational assistance programs.



The Department management team consists of the Chief of Police, 2 Captains, 6 Lieutenants, 9 Sergeants, and 2 civilian supervisors. Upward mobility is stressed, with an emphasis on promoting from within whenever possible.

The Montebello Police Department is a modern, progressive agency, which takes advantage of the rapid advancements in law enforcement technology. Using state of the art computer hardware and software, the Crime Analysis Unit provides timely information on crime trends and methods of operation. The Communications, Records, and Investigative units make extensive use of computer aided dispatching and report management systems.

The Department is committed to community service. They provide a wide variety of services including Neighborhood Watch, the Citizen's Academy and a child seat loan program. The Crime prevention Bureau provides free security inspections to local businesses and residents.

THE IDEAL CANDIDATE

The City is seeking a Police Chief who will be an advocate for the Department and have an open door policy. An

individual who is politically astute yet apolitical will excel in this position.

The selected Chief should be a proactive, innovative, collaborative, team oriented and decisive law enforcement leader who is capable of earning the respect of the City organization, the Department, the City Council and the community. The City is looking for a proven leader with exceptional interpersonal skills, honesty and integrity. The incoming Chief will look toward the future of Montebello and be able to properly assess the department's needs.

The ideal candidate will be a motivated individual who can utilize the staff and build on their strengths. He/she must be approachable with excellent communication skills both written and verbal. Interaction with staff and other departments is essential so an individual who is comfortable changing their communication style is essential.

The City is looking for a proven leader with exceptional interpersonal skills, honesty and integrity.

A Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field and seven years law enforcement experience with at least five years in a supervisory, managerial, or administrative position

is required. A Masters Degree is desirable.

COMPENSATION

The salary for the Police Chief open and dependent upon qualifications. The City also offers an attractive benefits package including:

Retirement – CalPERS 3% @ 50 formula, with EPMC. The City pays the employees' portion (9%) to CalPERS.

Administrative Leave – 56 hours annually.

Annual Leave – 232 hours (combination of sick and vacation leave).

Annual Leave Cash Out or Conversion to Deferred Compensation – Employees may cash out up to 25 hours of annual leave per year, or convert to deferred compensation.

Deferred Compensation – Voluntary participation in plans available through ICMA-RC.

Retiree Medical Benefit – Employees are eligible for Retiree Medical Benefit upon retiring with at least 15 years of employment with the City of Montebello.

Auto Allowance – City vehicle provided.



TO APPLY

If you are interested in this outstanding opportunity, please visit our website at:

www.bobmurrayassoc.com

to apply online:

**Extended closing date to:
October 11, 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 Montebello. 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

