



CITY OF SAUSALITO, CALIFORNIA

INVITES YOUR
INTEREST IN
THE POSITION OF

POLICE CHIEF



THE COMMUNITY

The picturesque City of Sausalito is a beautiful bay-front community nestled at the foot of the Golden Gate National Recreation Area, and known for its Mediterranean flair and breathtaking views. Within its 2.2 square miles, the City houses 7,400 residents and a robust year-round tourism industry. Located just a short trip over the Golden Gate Bridge from San Francisco, Sausalito offers small-town charm with a close-knit, community-oriented citizenry, as well as close proximity to a wide range of cultural opportunities.

Incorporated in 1893 and boasting a colorful history, Sausalito has been geographically blessed with a variety of natural features that define the City's distinct residential neighborhoods, harbors, waterfront, commercial districts, and the maritime-oriented office and industrial district. Victorian homes dotting the lower hillsides give way to modern redwood-and-glass creations clinging precariously to the ridgelines. Green hills and a beautiful waterfront bring focus to the City's lively downtown area, offering boutique shopping, over 20 unique restaurants within walking distance from the City center, and art galleries. Sausalito is also home to the Bay Model, a 3-D model of the San Francisco Bay and the Delta. The City's year-round event calendar includes the Sausalito Art Festival and the summer Jazz and Blues by the Bay series.

Those seeking recreational activities need not look far. Within the town, there are walking tours, bike rentals, kayaking, and boating. The City's location in Marin County offers varied hiking opportunities, from the Marin Headlands to nearby Mount Tamalpais. The delights of Sonoma Wine Country and the big-city bustle of San Francisco are each only a short drive away. The combination of wooded hillsides, sweeping Bay views, and its ideal location makes Sausalito a community of unparalleled charm and natural beauty.

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THE DEPARTMENT

The Sausalito Police Department currently has 23 full-time employees, including 18 sworn officers. The Police Department also has oversight of Parking Lot Operations and Information Technology, which brings the total number of employees under the Department's management to 37 full-time and part-time staff. The Department's Divisions of Operations and Support Services maintain a low crime rate, with approximately 12,000 calls for service per year. The Police Department's proposed 2010/2011 budget is approximately \$4.2 million.

In addition, the Police Department is responsible for emergency-preparedness coordination and has a sergeant assigned as the Emergency Operations Manager for the City. The Department operates an annual Citizens' Academy and provides the security and traffic management for the City's many special events. With a brand-new facility ready to open in just a few months and up-to-date technology, the Sausalito Police Department offers an attractive working environment.

ISSUES AND OPPORTUNITIES

Sausalito enjoys a stable economy and a citizenry that is supportive of

City staff. Traffic management is a significant issue for the Police Department due to the large number of tourists that make their way to the City; in addition to car traffic, a significant portion of the City's visitors use bike rentals to tour the area, and they make heavy use of the ferry to San Francisco. The Police Department embraces new technology and methods in traffic management, such as a recently implemented Pay-by-Space parking lot system that uses sensors in parking spaces to alert Parking Enforcement Officers when a "meter" is expiring and allows for more efficiency in parking enforcement activities.



THE IDEAL CANDIDATE

The Police Chief is a key position on the City's executive team and reports directly to the City Manager. The City is seeking a Police Chief who will be committed to Sausalito, engaged in the City and the Police Department's health, and show innovative thinking in the Department's management. An outgoing, confident, and inspiring leader is sought for this position. The ideal candidate will be known as a hard worker and someone who is not afraid to raise the bar. A sense of humor and a community orientation will be an asset for the candidate.

Although it is generally thought of as a wealthy community, the City of Sausalito Police Department actually serves a resident and tourist population of diverse socioeconomic backgrounds. The incoming Police Chief will be expected to be sensitive to the citizenry's varied needs. Additionally, the range of events and activities that happen in the City year-round require someone who is knowledgeable about and comfortable with implementing a range of service models. It is expected that candidates will be familiar with modern principles, practices, and

techniques of police administration, organization, and operation.

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities will qualify the candidate. Typical experience would include eight years or more of broad and extensive experience in all major phases of municipal police work, with at least five years in a responsible middle-management capacity; a bachelor's degree in police science, public administration, business administration, or a related field is desirable.

THE COMPENSATION

The top salary at which the Police Chief may be hired is \$171,900 and is dependent upon qualifications.

The City also offers an attractive benefits package including:

Insurance – The City offers a cafeteria plan of benefits, with insurance options available for Medical, Dental, Vision, Life, Accidental Death and Dismemberment, Long-Term Disability, and Dependent Care Assistance

Retirement – PERS 3% at 55 (single-highest year) plan; employee pays 9% required contribution

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Vacation Leave – Ranges from 136-192 hours annually, depending on years of service

Sick Leave – Accrues at a rate of 8 hours per month

Administrative Leave – 80 hours per calendar year

Other benefits include an automobile allowance, employee development program grants, and a uniform allowance.

TO APPLY

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

Filing Deadline: October 8, 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 Sausalito. 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. Bob Murray at (916) 784-9080.

