



POLICE LIEUTENANT



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Fontana, CA is a city of over 200,000 residents located in San Bernardino County. Fontana is a regional hub of the trucking industry, as it sits at the intersection of two interstates and a state route. The City is also home to the largest of the San Bernardino County system libraries, a renovated historic theater, a municipal park, and the Auto Club Speedway.

Fontana offers over 50 parks and recreation facilities, with many classes and sports programs available. Local communities including Big Bear, Lake Arrowhead, and Mt. Baldy offer some of the finest skiing in southern California during the winter and a variety of recreational pursuits year-round.

THE ORGANIZATION AND DEPARTMENT

The Fontana Unified School District is located in Southern California in what is known as the Inland Empire, a fast-growing community 50 miles east of Los Angeles. The District's 45 schools serve students from preschool through adult education in a diverse urban/suburban environment. Fontana's schools are recognized nationwide for their fast growth in student achievement.

The District is the second largest employer in Fontana with over 4800 employees: 1800 certificated, 1,700 classified staff, and 257 administrators. The District also utilizes approximately 1,286 classified and 800 certificated substitutes. Total student population numbers more than 37,000. Fontana Unified is a community united to ensure that every student is prepared for success in college, career, and life using these three cornerstones of success:

- Every Student Successful
- Engaging Schools
- Empowered Communities

Fontana Unified is one of only 17 school districts in the State of California that have an in-house Police Department. The Department works on a 12-hour service model, has its own dispatch center, and has a staff comprising 18 sworn, 5 Lead and 43 District Safety Officers (non-sworn), and 8 professional personnel.



Command staff includes a Commander and two Sergeants. Divisions of the Department currently include patrol and administration.

The sworn personnel of the Department are peace officers under California Education Code Section 38000 and California Penal Code section 830.32 with statutory powers of arrest anywhere in the state. As a POST-certified Police Department, the Fontana USD Police Department complies with all guidelines required for such certification. The Police Department is allied with a number of regional and state law enforcement and emergency services agencies, as well as nearby universities.

The Department is a full-time, specialized Police Department utilizing patrol, school resource officers, K9 detection dogs, and bicycle patrol in an effort to keep the students, staff, and property of the Fontana Unified School District safe and secure.

THE POSITION

The new Lieutenant will be mentored by the current Chief of Police and will be expected to want to continue with the Department for several years. Responsibilities of the Lieutenant include, but are not limited to: identifying need for, planning, and conducting community relations programs to obtain public support and citizen cooperation in departmental programs; advising school administrators on police, security, and protective measures and conducting in-service programs for school site personnel; coordinating school police, security, and protective services with local

law enforcement agencies; providing for continuing departmental staff training programs in police and security techniques and procedures; coordinating with site administrators to meet site needs and to collaborate in training programs; assisting with development of departmental budget; oversee the daily activities of school Police Officers, District Safety Officers, supervisors, and other staff assigned to Police Services to ensure that essential police and safety functions are carried out; and assuming command of School Police Services in the absence of the Chief of School Police.



THE IDEAL CANDIDATE

The Fontana Unified School District is seeking a self-confident and decisive leader for their new Police Lieutenant. The ideal candidate will be honest, trustworthy, ethical, and possess the highest level of integrity. The new Lieutenant will be well-versed in the latest training regarding on-campus safety issues and will become very familiar with the District's emergency response protocols.

The new Lieutenant must be accessible and responsive and able to communicate effectively with the diverse student, staff, faculty, and campus communities. The successful candidate will have an open-door policy and gain the trust and respect of the staff by providing clear direction and being a good listener while continuing to hold staff accountable and on task. In addition, the ideal candidate will possess strong mentoring and coaching skills and be committed to employee development.

The new Lieutenant will be expected to understand and follow the principals of school policing, especially for grades K-12. The ideal candidate will possess previous and demonstrated experience in working with a school district. Candidates with experience in critical incidents, ICS system, budgeting, grants, succession, and strategic planning are highly desired.

Excellent interpersonal and communication skills are a necessity to a candidate's success in this position, as the Police Lieutenant will be expected to successfully

develop positive working relationships with the school board and administrators, staff, faculty, and students at all grade levels while working collaboratively with regional law enforcement agencies. Strong administrative skills, including experience conducting personnel investigations, are imperative to succeeding in this position, as are strong tactical, leadership, and oral and written communication skills. Successful applicants will have a strong understanding of educational policing and the mission and values of the Fontana USD. A good role model that leads by example, is needed for this position.

The Police Department, in coordination with the District Superintendent and the Fontana Police Department, developed the Fontana Leadership Program (FLIP). This multi-award-winning program brings about a positive and lasting change in the lives of "at-risk" teens within the City of Fontana. This 16-week program inspires students to achieve their full potential in academics and in life. The new Lieutenant will be expected to be thoroughly involved with this program.

QUALIFICATIONS

Four (4) years of recent law enforcement experience, including two (2) years of experience at the rank of Sergeant or higher are required. Candidates must possess a Bachelor's degree in Police Science, Law Enforcement, Administration of Justice, Business Management or Administration, or a related field; a



Master's degree, graduation from the FBI National Academy, Command College, or other executive level training is highly desired. Possession of a valid POST Supervisory Certificate or out-of-state equivalent and the ability to obtain a POST Management Certificate within 2 years of employment is also required.

THE COMPENSATION

The current annual salary range for the Lieutenant is \$104,686 to \$124,842 placement within the range is dependent upon qualifications and experience. The District offers an attractive benefits package, including:

Retirement - CalPERS classic safety members receive 3% @ 50, with 9% employee contribution; new safety PERS receive 2.7% @ 57, with 12.25% employee contribution.

Healthcare - District paid maximum medical monthly contribution of \$1,500 (Paid on a 10 mo. Basis)

Employer paid medical, vision, and dental insurance - available for employee and dependents.

Life Insurance - District-paid policy of \$75,000.

Holidays - 16 paid days annually.

Vacation - 176 hours (22 days) annually.

Sick Leave - 96 hours (12 days) annually.

Additional Benefits - The District also offers a Section 125 plan for Cancer, accidental insurance, life insurance, disability insurance, 403b/457 tax shelter annuity through a 3rd party administration.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
September 10, 2021**

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. Finalist interviews will be held with the Fontana Unified School District. Candidates invited to panel interview with the District will be participating in a writing exercise prior to their interviews. Candidates will be advised of the status of the recruitment following recommendation of candidates for the Police Lieutenant.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:

(916) 784-9080

