



**POLICE
CHIEF**



THE COMMUNITY

The City of Seaside, CA (population approximately 35,000) is an ocean-side community that overlooks the beautiful Monterey Bay on the Central Coast of California, roughly 115 miles south of San Francisco. Founded in 1887 and incorporated in 1954, this ten square-mile city continues to grow while holding on to the rich values upon which it was established.

Seaside's ideal location allows residents and visitors alike to have easy access to all that the Monterey Peninsula has to offer, including an abundance of recreational opportunities, a wide variety of shops, thrilling sporting events, and world-renowned restaurants. Excellent year around weather allows for many outside sporting activities. Seaside boasts two championship golf courses, Black Horse and Bayonet, in addition to other golfing and sporting opportunities located just a few miles from the city.

Seaside is also an important part of the Monterey Peninsula's world-class educational community. The City is home to California State University, Monterey Bay, the Panetta Institute for Public Policy, and the Monterey College of Law. The Monterey Peninsula is also home to a variety of world-class educational institutions, including the Middlebury Institute of International Studies at Monterey, the Naval Postgraduate School, the Defense Language Institute, Golden Gate University, and Monterey Peninsula Community College. These attractive opportunities make Seaside and the surrounding communities an attractive place to broaden educational horizons.

THE POSITION

Under administrative direction, the Police Chief plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the Police Department, including field operations, criminal investigations, communications, and management services; coordinates Department activities with other City departments, officials, outside agencies, and the public; fosters cooperative working relationships among City departments and with intergovernmental and regulatory agencies and various public and private groups; provides highly responsible and complex professional assistance to the City Manager in areas of expertise; and performs related work as required.

The responsibilities of the Police Chief may include but are not limited to the following:

- Assumes full management responsibility for all Police Department programs, services, and activities.
- Develops, directs, and coordinates the implementation of



goals, objectives, policies, procedures, and work standards for the Police Department; establishes, within City policy, appropriate budget, service, and staffing levels.

- Manages and participates in the development and administration of the department's budget; directs the forecast of additional funds needed for staffing, equipment and supplies; directs the monitoring of and approves expenditures; directs and implements budgetary adjustments as necessary.
- Selects, trains, motivates, and directs Department personnel; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; works with employees to correct deficiencies; implements discipline and termination procedures; responds to staff questions and concerns.
- Develops cooperative working relationships and mutual aid agreements with representatives of other local public safety departments; coordinates activities with other law enforcement and public service agencies, including participation in high profile or complex investigations.
- Monitors legal, regulatory, technological and societal changes and court decisions that may affect the work of the department; determines equipment acquisition, training programs and procedural changes to ensure retention of qualified staff and the provision of services to the community in an effective, efficient and economical manner.
- Represents the department to other City departments, elected officials, and outside agencies; explains and interprets departmental programs, policies, and activities; negotiates and resolves significant and controversial issues.



- Conducts a variety of departmental organizational and operational studies and investigations; recommends modifications to programs, policies, and procedures as appropriate.
- Participates in and makes presentations to the City Council and a wide variety of committees, boards, and commissions.
- Attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of police safety and other services as they relate to the area of assignment.
- Monitors changes in laws, regulations, and technology that may affect City or departmental operations; implements policy and procedural changes as required.
- Prepares, reviews, and presents staff reports, various management and information updates, and reports on special projects as assigned by the City Manager and/or City Council.
- Responds to public inquiries and complaints and assists with resolutions and alternative recommendations.
- Serves as a spokesperson for the Police Department at a variety of community events, meetings, and other public relations activities.



of police safety program development, management in a municipal setting, and police safety program planning and budgeting; applicable Federal, State, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility; and techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations. The selected candidate will possess experience in a variety of service areas, but experience with ethnically diverse cultures, CALEA accreditation, and community-based policing is highly desired. Additionally, the successful candidate will demonstrate an array of successes in community-based programs that address homelessness, drug use, and gang activity.

The successful candidate will also have the ability to develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the Department and assigned program areas; prepare and administer large and complex budgets; allocate limited resources in a cost effective manner; effectively administer special projects with contractual agreements and ensure compliance with stipulations; effectively administer a variety of public safety programs and administrative activities; and establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical candidate will

THE IDEAL CANDIDATE

The City of Seaside is seeking an energetic law enforcement professional to serve as its next Police Chief. The ideal candidate will be an approachable and honest leader with an unimpeachable code of ethics. The successful candidate will be a fair manager, capable of setting direction for the Department while allowing staff to do their own work. The next Police Chief will also maintain a positive working environment where ideas and feedback are considered, appreciated, and acted upon. A Police Chief who maintains an open-door policy with their subordinates and residents is highly desirable.

The next Police Chief will possess a deep understanding of administrative principles and practices including goal setting, program development, implementation, and evaluation, and supervision of staff, either directly or through subordinate levels of supervision; public agency budget development, contract administration, City-wide administrative practices, and general principles of risk management related to the functions of the assigned area; principles and practices



possess ten (10) years of municipal law enforcement experience, with at least three (3) years at the rank of Deputy Police Chief. If not at the Deputy Police Chief level, the typical candidate will possess command responsibility for patrol staff of at least fifty uniformed personnel in an urban environment. Possession of a bachelor's degree in criminal justice or a related field from an accredited four-year college or university is required. A master's degree and/or demonstration of continued professional development including attendance at the FBI National Academy, Kennedy School Senior Executive Program, or another similar program is highly desired.

COMPENSATION

The annual salary for the incoming Police Chief is \$211,481. The City also offers an attractive benefits package including:

Longevity Pay – The following longevity pay program will apply beginning July 10, 2021:

- i. Employees with five or more years of continuous City service shall receive 2.5% longevity pay.
- ii. Employees with ten or more years of continuous City service shall receive an additional 2.5% longevity pay (5% total).
- iii. Employees with fifteen or more years of continuous City service shall receive an additional 2.5% longevity pay (7.5% total).

Performance Pay – The City Manager is authorized to grant up to a 7.5% increase to Directors who exceed expectations in the achievement of established performance goals and objectives.

Retirement –

Tier 1 - CalPERS 3% @ 50 for "classic members" with a 9.0% employee contribution.

Tier 2 - CalPERS 2.7% @ 57 for "new members"

Deferred Compensation – The City will pay up to \$83.33 semi-monthly (\$2,000 annually) to the ICMA deferred compensation program for each Director who makes a matching contribution.

Medical, Dental, and Vision – The City will pay 100% of the employee only premium and 90% of the dependent premium for the MCSIG PPO \$40 (70/30 plan). Directors electing to participate in the MCSIG PPO \$25 (80/20 plan) will pay the difference between the City's contribution for the PPO \$40 plan and the PPO \$25 plan premium.

Life Insurance – The City will provide term life insurance for all Directors in the amount of two times the Director's annual salary.

Vacation – Vacation days accrue at increasingly rapid rates based on years of service, starting with ten days accrued per year for the first four years of service.

Sick Leave – Each Director shall earn eight (8) hours of sick leave with pay for each calendar month or major fraction thereof served.

Management Leave – Directors shall earn 40 hours of management leave per calendar year.

Administrative Leave – Directors shall earn forty (40) hours, non-cumulative, non-reimbursable administrative leave per calendar year.

Holidays – All employees are entitled to thirteen holidays per year.

Tuition Reimbursement – Executive Managers wishing to obtain a master's or doctorate degree are eligible to receive reimbursement for tuition and book expenses up to \$3,000 per fiscal year.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:

June 6, 2022

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 & 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 Seaside. 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 Ms. Adele Fresé at:

(916) 784-9080

