Taking an active interest in the Fullerton community, the incoming Chief will strive to continuously work with citizens to understand their needs and improve the quality of life throughout the City. The ability to earn the community’s trust, therefore, will be essential to success and to furthering the Department’s Community Oriented Policing philosophy. As an executive level leader, the Chief will need to bring creativity, innovation, and outstanding administrative, communication, interpersonal, organizational, customer service, problem solving, and decision making skills to the job. He or she must be able to establish measurable and attainable goals and objectives for the Department and hold staff members accountable for their goals and objectives. A candidate that has dealt successfully with recruitment and retention issues will be valued. In addition, he or she must have a knowledge and understanding of public sector finance and budget administration, labor relations, and technology applications for law enforcement. The successful candidate must possess a Bachelor’s degree from an accredited four-year college or university in Police Science, Law, Management, Business Administration, Public Administration, or a related field, and have eight (8) years of recent, continuous, progressively responsible municipal police service experience, including three (3) years at the Captain level in an organization comparable to Fullerton in terms of the scope of activity. A master’s degree or some completed graduate level coursework in a related field is preferred.

THE COMPENSATION
The annual salary range for the incoming Police Chief is open and dependent upon qualifications. The salary is supplemented by a competitive benefits package that includes, but it is not limited to:

- **Retirement** – The City participates in the California Public Employees’ Retirement System (CalPERS). Classic members are under a 3% @ 55 formula toward which the employee must contribute 9% of total compensation earnable. New CalPERS members are enrolled in the PEPRA plan under a 2.7% @ 57 formula toward which the employee must contribute the member contribution determined by CalPERS.
- **Health Insurance** – Personalized benefits alternatives, including a tax-free reimbursement plan, choice of health insurance coverage with Anthem Blue Cross (HMO or PPO) or Kaiser, and dental insurance. Employees may choose to forego the City’s medical benefit and receive a cash payment in lieu thereof. City pays up to $750 per year for a comprehensive medical examination and/or wellness program.
- **Holidays** – 11 paid holidays per year.
- **Vacation** – Negotiable, up to 160 hours annually to start. Accrual rate dependent on years of service.
- **Executive Leave** – Nine (9) days per year.
- **Life Insurance** – City provides life insurance equal to annual salary.
- **Long-Term Disability Insurance** – City provides long-term disability insurance.
- **Automobile** – Use of take-home City vehicle.
- **Other Programs** – Tuition reimbursement of up to $2,500 for job-related education.

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

Filing Deadline: May 8, 2017

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. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of Fullerton. 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.

If you have any questions, please do not hesitate to call Mr. Fred Freeman at:
(916) 784-9080
THE COMMUNITY

The City of Fullerton, CA (population 140,000) is a dynamic city with a vibrant downtown located in Orange County, approximately 25 miles southeast of downtown Los Angeles and 11 miles northwest of Santa Ana. The charming community retains a rich heritage, with architecturally significant landmark buildings found throughout the city. A small-town atmosphere, a stable economy, and ideal Southern California weather combine to make Fullerton a great place to live, work, and play.

Fullerton takes pride in its reputation as the Education Community. Among the five colleges and universities in the City serving more than 40,000 students each year is California State University, Fullerton with the second highest student enrollment in the state university system. Fullerton’s array of public and private elementary, junior high, and high schools, continue to win state and national awards.

The organization.
The award-winning historic downtown has been recognized by the California Downtown Association, the League of California Cities, and the National League of Cities for “innovation, community image, economic impact, and achievement of vision and goals.” Restored historic buildings, tree-lined streets, unique restaurants, and charming specialty shops, add to a hometown feel. A focal point of the downtown is the Museum Center, where the unique programming has won regional, state, and national awards.

More than 1,026 acres of parks give families a place to stretch out, play, and picnic. Fullerton’s 24 miles of scenic trails are a big draw for hikers, bikers, and equestrians. The golf courses pull in local residents for 18 holes across smooth, challenging greens. For those who enjoy rooting for their team from the stands, California State University, Fullerton and Fullerton College offer a variety of exciting college sports, from national championship baseball to competitive volleyball, softball, and soccer.

Fullerton Airport meets both business and recreation needs as the only strictly general aviation airport in Orange County. In addition, Fullerton is only a short drive from a variety of Southern California weather combine to make Fullerton a great place to live, work, and play.

Fullerton Police Department is comprised of a full-time staff of 217 employees, 150 sworn and 67 civilians, who work together to uphold the Department’s commitment to the safety of the community through problem solving partnerships and emphasis on a prompt response, a caring attitude, and a visible presence.

The Department has an annual budget of $44 million and includes two divisions – an Operations Division and a Support Services Division, under the supervision of two Captains, John Sko and Scott Rudisill respectively. Under their leadership, Officers and civilians within the Police Department handle the daily tasks necessary to operate the Department and provide a high level of service to the citizens of Fullerton. The Department handles close to 46,000 calls for service and more than 85,000 total incidents annually.

The Fullerton Police Department believes in and utilizes a Community-based policing philosophy, which follows the principle that when communities and law enforcement engage in communication and cooperation, the Department can better serve the community as a whole. As a result, personnel are involved in all aspects of community, including schools, neighborhoods, and community organizations. The Department also benefits from input received from the “Chief’s Community Advisory Committee” which provides feedback from residents and businesses throughout Fullerton regarding Departmental operations.

THE DEPARTMENT

Under general administrative direction of the City Manager, the Chief of Police is responsible for all activities of the Police Department, which is charged with the enforcement of laws and regulations and the provision of around-the-clock protection of lives and property. The Chief of Police is a single incumbent sworn department head and is a member of the City’s executive team.

The Chief of Police will plan, organize, and manage all activities of the Police Department to include the patrol, traffic, and detective bureaus, the narcotic/vice, gang, crime impact and special investigation units, and specialized support functions.

The responsibilities and essential functions of this position may include, but are not limited to, the following:

- Advises the City Manager, City Council, and other City departments/divisions on issues pertaining to crime prevention, law enforcement, and other Police Department services.
- Represents the City in Police Department issues before a variety of groups, the public, and other agencies; attends a variety of meetings and civic functions as a representative of the City.
- Develops, recommends, interprets, and enforces departmental policies and procedures, and assists in the development and administration of the City’s law enforcement policies and regulations.
- Selects and is responsible for the training, supervision, and evaluation of all departmental staff.
- Directs and participates in the preparation of a wide variety of studies, reports, contracts, agreements, agenda letters, correspondence, resolutions, and ordinances.
- Makes Police Department budget recommendations and administers the expenditure of funds; seeks, develops, and makes recommendations on alternative sources of funding as appropriate.
- Formulates, recommends, and implements departmental goals, and develops workload indicators to measure progress towards goals achievement.
- Makes applicable recommendations for the capital improvement program and for the purchase of materials, equipment, and supplies.
- Develops and evaluates special programs.
- Reviews and analyses a variety of materials, records, contracts, reports, and other data and makes recommendations for change as needed.
- Makes oral and written presentations.
- May act as Director of Emergency Services in the absence of the City Manager when the Emergency Operations Center is activated and may act as an Emergency Operations Section Head depending on the nature of the incident.
- Performs other projects/tasks as assigned.

THE IDEAL CANDIDATE

The City of Fullerton seeks a strong, steady, and experienced leader to serve as its next Chief of Police. A leader by example and champion of ethics and integrity, the ideal candidate will be an honest, firm but fair decision-maker with the courage and willingness to deal with difficult decisions and crises in a calm, confident, and consistent manner.

The ideal candidate will have a strategic vision for the future of law enforcement and will be able to articulate his or her plans for establishing and maintaining a high standard of accountability and earning the respect and confidence of staff. He or she will understand the concepts of shared vision by soliciting input from police staff, City leadership, and the community in defining the future of the agency. He or she will have sound knowledge of municipal government and current legal issues, principles, practices and methods used in law enforcement, crime prevention, and community oriented policing, as well as a demonstrated record of implementing and leading successful programs.

The new Chief of Police will respect diversity and serve as a role model for cultural awareness for the Department. He or she will be visible and approachable in the community and will provide a positive representation of the Department and the City. The Chief will be called on to quickly establish collaborative working relationships with various community interest groups, neighboring agencies, other department heads, and the leadership of the Fullerton Police Officers’ Association. The ability to connect with people at all levels is an essential and critical skill for the Chief, as are strong oral and written communications skills. A leader with excellent diplomacy, a commitment to public service, who is politically astute, but apolitical will be ideal.
THE COMMUNITY

The City of Fullerton, CA (population 40,000) is a dynamic city with a vibrant downtown located in Orange County, approximately 25 miles southeast of downtown Los Angeles and 11 miles northwest of Santa Ana. The charming community retains a rich heritage, with architecturally significant landmark buildings found throughout the city. A small-town atmosphere, a stable economy, and ideal Southern California weather combine to make Fullerton a great place to live, work, and play.

Fullerton takes pride in its reputation as the Education Community. Among the five colleges and universities in the City serving more than 40,000 students each year is California State University, Fullerton, the second highest student enrollment in the state university system. Fullerton’s array of public and private elementary, junior high, and high schools, continue to win state and national awards. The award-winning historic downtown has been recognized by the California Downtown Association, the League of California Cities, and the National League of Cities for “innovation, community image, economic impact, and achievement of vision and goals.” Restored historic buildings, tree-lined streets, unique restaurants, and charming specialty shops, all add to a hometown feel. A focal point of the downtown is the Museum Center, where the unique programming has won regional, state, and national awards.

More than 1,026 acres of parks give families a place to stretch out, play, and picnic. Fullerton’s 24 miles of scenic trails are a big draw for hikers, bikers, and equestrians. The golf courses pull in local residents for 18 holes across smooth, challenging greens. For those who enjoy rooting for their team from the stands, California State University, Fullerton and Fullerton College offer a variety of exciting college sports, from national championship baseball to competitive volleyball, softball, and soccer.

Fullerton Airport meets both business and recreation needs as the only strictly general aviation airport in Orange County. In addition, Fullerton is only a short drive from a variety of recreation and entertainment opportunities. Renowned Orange County attractions include Disneyland, major league sports facilities for the Angels of Anaheim, and the NFL’s Los Angeles Rams, Dodgers, water theme parks, and major performing arts centers. Nearby mountains offer challenging ski facilities in the winter and pristine natural wilderness areas for summer exploring. Sunny beaches are less than a half hour away.

THE ORGANIZATION

Incorporated in 1904, Fullerton is a general law city under the council-manager form of government. Beginning in 2018, the City Council will transition to election by district. The five-member Council will serve the community, including schools, neighborhood, and community organizations. The Department also benefits from input received from the “Chief’s Community Advisory Committee” which provides feedback from residents and businesses throughout Fullerton regarding Departmental operations.

The City provides services through nine departments that include: Administrative Services, City Manager’s Office, Community Development, Fire, Human Resources, Library, Police, Parks and Recreation, and Public Works and has a FY 2016-17 budget of $186.5 million that includes an Operating budget of $160.9 million and Capital Improvements of $25.6 million.

THE DEPARTMENT

The Fullerton Police Department is comprised of a full-time staff of 217 employees, 150 sworn and 67 civilians, who work together to uphold the Department’s commitment to the safety of the community through problem solving partnerships and emphasis on a prompt response, a caring attitude, and a visible presence.

The Department has an annual budget of $44 million and includes two divisions – an Operations Division and a Support Services Division, under the supervision of two Captains, John Sko and Scott Rudisil respectively. Under their leadership, Officers and civilians within the Police Department handle the daily tasks necessary to operate the Department and provide a high level of service to the citizens of Fullerton. The Department handles close to 46,000 calls for service and more than 85,000 total incidents annually.

The Fullerton Police Department believes in and utilizes a Community-based policing philosophy, which follows the principle that when communities and law enforcement engage in communication and cooperation, the Department can better serve the community as a whole. As a result, personnel are involved in all aspects of community, including schools, neighborhoods, and community organizations. The Department also benefits from input received from the “Chief’s Community Advisory Committee” which provides feedback from residents and businesses throughout Fullerton regarding Departmental operations.

THE POSITION

Under general administrative direction of the City Manager, the Chief of Police is responsible for all activities of the Police Department, which is charged with the enforcement of laws and regulations and the provision of around-the-clock protection of lives and property. The Chief of Police is a single incumbent sworn department head class and is a member of the City’s executive team.

The Chief of Police will plan, organize, and manage all activities of the Police Department to include the patrol, traffic, and detective bureaus, narcotics/vice, gang, crime impact and special investigation units, and specialized support functions. The responsibilities and essential functions of this position may include, but are not limited to, the following:

- Advises the City Manager, City Council, and other City departments/divisions on issues pertaining to crime prevention, law enforcement, and other Police Department services.
- Represents the City in Police Department issues before a variety of groups, the public, and other agencies; attends a variety of meetings and civic functions as a representative of the City.
- Develops, recommends, administers, interprets, and enforces departmental policies and procedures, and assists in the development and administration of the City’s law enforcement policies and regulations.
- Selects and is responsible for the training, supervision, and evaluation of all departmental staff.
- Directs and participates in the preparation of a wide variety of studies, reports, contracts, agreements, agenda letters, correspondence, resolutions, and ordinances.
- Makes Police Department budget recommendations and administers the expenditure of funds; seeks, develops, and makes recommendations on alternative sources of funding as appropriate.
- Formulates, recommends, and implements departmental goals, and develops workload indicators to measure progress towards goals achievement.
- Makes applicable recommendations for the capital improvement program and for the purchase of materials, equipment, and supplies.
- Develops and evaluates special programs.
- Reviews and analyzes a variety of materials, records, contracts, reports, and other data and makes recommendations for change as needed.
- Makes oral and written presentations.
- May act as Director of Emergency Services in the absence of the City Manager when the Emergency Operations Center is activated and may act as an Emergency Operations Section Head depending on the nature of the incident.
- Performs other projects/tasks as assigned.

THE IDEAL CANDIDATE

The City of Fullerton seeks a strong, steady, and experienced leader to serve as its next Chief of Police. A leader by example and champion of ethics and integrity, the ideal candidate will be an honest, firm but fair decision-maker with the courage and willingness to deal with difficult decisions and crisis in a calm, confident, and consistent manner. The ideal candidate will have a strategic vision for the future of law enforcement and will be able to articulate his or her plans for establishing and maintaining a high standard of accountability and earning the respect and confidence of staff. He or she will understand the concepts of shared vision by soliciting input from police staff, City leadership, and the community in defining the future of the agency. He or she shall have sound knowledge of municipal government and current legal issues, principles, practices and methods used in law enforcement, crime prevention, and community oriented policing, as well as a demonstrated record of implementing and leading successful programs.

The new Chief of Police will respect diversity and serve as a role model for cultural awareness for the Department. He or she will be visible and approachable in the community and will provide a positive representation of the Department and the City. The Chief will be called on to quickly establish collaborative working relationships with various community interest groups, neighboring agencies, other department heads, and the leadership of the Fullerton Police Officers’ Association. The ability to connect with people at all levels is an essential and critical skill for the Chief, as are strong oral and written communications skills. A leader with excellent diplomacy, a commitment to public service, who is politically astute, but apolitical will be ideal.
Taking an active interest in the Fullerton community, the incoming Chief will strive to continuously work with citizens to understand their needs and improve the quality of life throughout the City. The ability to earn the community’s trust, therefore, will be essential to success and to furthering the Department’s Community-Oriented Policing philosophy.

As an executive level leader, the Chief will need to bring creativity, innovation, and outstanding administrative, communication, interpersonal, organizational, customer service, problem solving, and decision making skills to the job. He or she must be able to establish measurable and attainable goals and objectives for the Department and hold staff members accountable for their goals and objectives. A candidate that has dealt successfully with recruitment and retention issues will be valued.

In addition, he or she must have a knowledge and understanding of public sector finance and budget administration, labor relations, and technology applications for law enforcement. The successful candidate must possess a Bachelor’s degree from an accredited four-year college or university in Police Science, Law, Management, Business Administration, Public Administration, or a related field, and have eight (8) years of recent, continuous, progressively responsible municipal police service experience, including three (3) years at the Captain level in an organization comparable to Fullerton in terms of the scope of activity. A master’s degree or some completed graduate level coursework in a related field is preferred.

Possession of a Peace Officers Standards and Training (POST) Management Certificate is required, as is a valid Class C California Driver’s License and acceptable driving record at time of appointment and throughout employment in this position. Candidates must be able to work flexible and extended hours to accommodate City needs and must successfully pass a Police Department pre-employment screening process. The City of Fullerton’s Conflict of Interest Code requires that the Chief of Police file financial disclosure statements in accordance with state and local laws.

THE COMPENSATION

The annual salary range for the incoming Police Chief is open and dependent upon qualifications. The salary is supplemented by a competitive benefits package that includes, but it is not limited to:

- **Retirement** – The City participates in the California Public Employees’ Retirement System (CalPERS). Classic members are under a 3% @ 55 formula toward which the employee must contribute 9% of total compensation earnable. New CalPERS members are enrolled in the PEPRA plan under a 2.7% @ 57 formula toward which the employee must contribute the member contribution determined by CalPERS.

- **Health Insurance** – Personalized benefits alternatives, including a tax-free reimbursement plan, choice of health insurance coverage with Anthem Blue Cross (HMO or PPO) or Kaiser, and dental insurance. Employees may choose to forego the City’s medical benefit and receive a cash payment in lieu thereof. City pays up to $750 per year for a comprehensive medical examination and/or wellness program.

- **Vacation** – Negotiable, up to 160 hours annually to start. Accrual rate dependent on years of service.

- **Executive Leave** – Nine (9) days per year.

- **Life Insurance** – City provides life insurance equal to annual salary.

- **Long-Term Disability Insurance** – City provides long-term disability insurance.

- **Automobile** – Use of take-home City vehicle.

- **Other Programs** – Tuition reimbursement of up to $2,500 for job-related education.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online. 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. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of Fullerton. 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.

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