



The Palos Verdes Estates Police Department
invites you to apply for

POLICE CAPTAIN



The Police Captain, working under the direction of the Chief of Police, will provide leadership to police personnel, serve as second-in-command to the Police Chief, and may act as Police Chief in their absence. If you are a hard-working, collaborative and innovative leader, this is the perfect opportunity for you.

Learn more within.

ABOUT PALOS VERDES ESTATES

The City of Palos Verdes Estates (PVE) is a beautiful coastal city with some of the best scenic views in all of Los Angeles County. PVE is an ideal location with low crime rates and housing density, preserved open space, rural character and endless outdoor activities. The ocean and rolling hillsides offer picturesque hiking while manicured neighborhoods combine scenic charm with a small-town flare.

PVE is an idyllic community, perfect for families given its exceptional school district. In 2022, Palos Verdes Peninsula High School achieved national recognition, ranking among the top 40 high schools in California.

Palos Verdes Peninsula Unified School District (PVPUSD) is also ranked as:

#2

**Best School District in
Los Angeles County**

#4

**Best Places to Teach in
Los Angeles County**

#6

**Best School Districts in
California**

Not to mention, PVPUSD offers exciting incentives to those employed with the city: they have the option to enroll their children in the District, even if they reside outside of the City.

Palos Verdes Estates has something to offer everyone. With breathtaking ocean views and stunning natural landscapes, Palos Verdes Estates is an ideal place to live, work and play and has been continually recognized as one of the most desirable places to live in southern California.



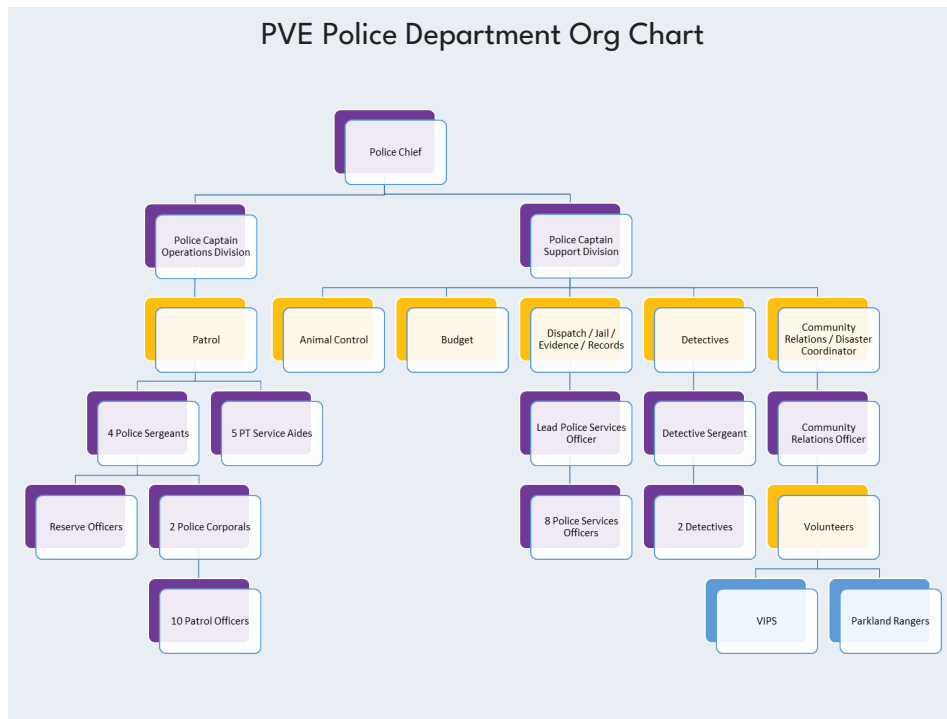


THE POLICE DEPARTMENT

The Palos Verdes Estates Police Department (PVEPD) has a vested interest in serving the community with a focus on public safety through proactive law enforcement and community policing. Department staff have the opportunity to be involved in a variety of duties and cross-training.

The men and women of the police department enjoy a family atmosphere with strong support from the residents and community members. A professional poll taken by an outside firm in 2024 showed that 86% of the people believe the PVEPD does an excellent or good job! Community confidence has been achieved by strong partnerships, including with the school district and Neighborhood Watch program. The Police Department also strives for and most often meets their goal of response times under three minutes to priority one calls.

The department has also instituted a volunteer program to help the community get involved in ensuring the safety of their City. The comprehensive program includes a variety of resources such as volunteers conducting checks of homes while residents are on vacation. Volunteers have an active presence and patrol throughout the community to bring awareness and peace of mind to residents and visitors.



The mission of the Palos Verdes Estates Police Department is to provide an assurance of safety, comfort and tranquility to the community. Professionalism, competence, integrity and discipline are always the standard. PVEPD prioritizes its community members and actively seeks ways to meet their needs. In recognition of these high standards and community focus, the PVEPD enjoys a high level of support from the community.

Joining this dedicated team, you will be surrounded by passionate individuals who are devoted to keeping the community safe.

ABOUT THE POSITION

THE ROLE

The Police Captain, working under the Chief of Police, manages the operation or support divisions of the Police Department by providing leadership to police personnel, serving as second-in-command to the Police Chief, and acting as Police Chief in their absence.

In this position, the Police Captain will:

- » Assign and direct subordinates
- » Serve as advisor to the Chief of Police and maintain constant communication
- » Enforce ordinances, policies and procedures
- » Monitor morale and complaints and supervise employee performance
- » Apply interpretation of laws and ordinances
- » Attend meetings with other City departments, organizations and businesses
- » Coordinate responses to emergency incidents
- » Intermittently serve as a Watch Commander
- » Perform administrative duties such as budget preparation and management, training and research, etc

See the full job description [here](#).

THE IDEAL CANDIDATE

Palos Verdes Estates is seeking a Police Captain who will lead its police department with professionalism and integrity. The ideal candidate is a strong and highly collaborative individual who values community involvement and understands the significance of creating a unified department culture. Additionally, they are a robust leader who prioritizes collaboration in the workplace.

The new Police Captain will help encourage the team to operate at their highest potential, ensuring that the community receives the best care. They must possess an outstanding work ethic and a passion for uplifting and supporting others.

The Police Captain should embrace a growth mindset, continuously learning and sharing their knowledge with humility and compassion.

Palos Verdes Estates is a tight-knit community in which the Police Captain plays a crucial role in advancing communal initiatives and goals. They will proactively deliver quality service while fostering a culture of learning and excellence to continue serving the community at the highest standard.

If you are a hard-working, collaborative and innovative leader, then the role of PVE's Police Captain is a perfect opportunity for you to serve.

QUALIFICATION REQUIREMENTS

Experience

- » Experience at the level of Sergeant or above
- » Two years of increasingly responsible supervisory experience
- » Valid California Class "C" driver's license
- » Experience as a patrol watch commander
- » Experience with a similar-sized agency preferred

Education

- » College coursework in criminal justice, public safety or other closely related fields is preferred
- » Leadership training is preferred

COMPENSATION & BENEFITS

The annual base salary range is \$129,156.00 - \$164,724.00.

The salary is currently under review—anticipate an increase by the end of July 2024.

- » Education Incentive: 10% base salary increase after an annual evaluation with a rating of satisfactory or above and in a Bachelor's Degree in Criminal Justice, Public Safety, or other closely related field
- » Take-home Vehicle: A City unmarked police vehicle for use during the regular course of their duties
- » Medical: The City contributes \$1,673.00 towards medical and dental insurance -The City's contribution is currently under review - anticipate an increase by the end of July 2024. Medical options include Blue Shield PPO and EPO; Kaiser HMO.
- » Vision Insurance: 100% paid for employees only.
- » Medical Cash-in-Lieu: Employees who waive medical will receive \$500 per month
- » Retirement: CalPERS enrollment in which classic members receive 3% at age 50 and new members 2.7% at age 57. There are also Mission Square 401K and 457 Plans.
- » Vacation: 96 hours and increasing to 160 hours as tenure increases
- » Holiday Leave: 10 paid holidays yearly
- » Floating Holidays: 3 observed floating holidays.
- » Administrative Leave: 54 hours per year.
- » Uniforms Pay: \$825.00 annual uniform allowance and up to \$360 annual shooting pay.
- » Other Benefits: Flexible Spending Plan, AFLAC, City paid Life Insurance, AD&D / Critical Illness, Short Term / Long Term Disability and Employee Assistance Program.

See the full benefits package.





HOW TO APPLY

To be considered for this position, please immediately submit your resume and cover letter to Christine Martin at Talent@TripepiSmith.com by **Friday, July 26, 2024**.

After the submission deadline, candidates will be screened for qualifications. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.