



City of Elk Grove

ASSISTANT CHIEF OF POLICE

Recruitment Services Provided by Ralph Andersen & Associates

THE OPPORTUNITY

Successful law enforcement leaders who possess an innovative mindset are invited to consider the City of Elk Grove, California as an exciting and rewarding career opportunity. The Elk Grove Police Department, formed in 2006, is highly capable, full-service, and held in high regard by the community of Elk Grove. The next Assistant Chief of Police will have the opportunity to work closely with the newly appointed Chief of Police and a talented staff to continuously improve an already great agency that takes tremendous pride in its service delivery.

THE COMMUNITY

Elk Grove is a family-oriented community where opportunity is around every corner. The City offers multiple housing options and provides a safe, youthful environment where families put down roots. Its population of nearly 175,000 is diverse in every way and Elk Grove is the second largest city in the Sacramento region. Located minutes from the state capitol, Elk Grove's location provides easy access to two major freeways, the Sacramento International Airport, and rail lines. Elk Grove is a well-run, financially stable city with a prosperous business community that boasts a variety of shops, services, and promising careers. With award-winning schools, first-rate parks, and a unique blend of big city amenities and small-town charm, more millennials are buying homes in Elk Grove than anywhere else in California.

Recreation and leisure opportunities abound in Elk Grove and a mild, four-season climate makes Elk Grove ideal for activities year-round. The City is centrally located to several golf facilities, health clubs, and many other family sports amenities. There are over 90 parks totaling more than 700 acres and recreational amenities that include picnic areas, softball fields, a skate park, and swim centers. The Cosumnes River Preserve, Laguna Creek Parkway, and Stone Lakes Refuge all border Elk Grove and provide wetlands, open space, walking and riding trails, fishing, and bird watching. The City offers two theater complexes, a growing craft brew scene, and more than 70 local restaurants. The City blends specialty shops with some of the most popular chain stores to provide a unique shopping experience. Old Town Elk Grove provides an eclectic collection of historical buildings, restaurants, antique shops, and small businesses. Elk Grove's location also makes it a short daytrip away from four magnificent wine regions, Lake Tahoe, and the Bay Area.

Elk Grove residents have access to outstanding medical providers and a top performing school district in the Elk Grove Unified School District (EGUSD)—recognized throughout California and the nation as a leader in progressive education. EGUSD mirrors the diversity of California, with more than 88 languages and dialects spoken throughout the district. The District is currently the largest school district in Northern California and the fifth largest in the state.

Elk Grove is a city with small town roots that boasts a proud heritage and bright future. For more information about this dynamic city, visit the City's website at www.elkgrovecity.org.

THE ORGANIZATION

Elk Grove is a general law city that operates under the Council/Manager form of government and was incorporated on July 1, 2000. The City Council is a five-member body comprised of the Mayor and four Council Members. The Mayor is elected at-large and serves a two-year term. Beginning in 2020, Council Members will be elected in a by-district fashion and serve four-year terms. The City Manager, City Attorney, and City Clerk are appointed by the City Council. All other positions are appointed and under the direction of the City Manager.

As the first city to incorporate in California during the 21st century (July 1, 2000), Elk Grove has blossomed with new businesses, residents, and employment opportunities. The City has nearly completed \$193.1 million in key infrastructure improvements including the construction of major civic amenities that include a new Aquatics Center, Animal Shelter, and a Community Center that includes a Senior Center and Veteran's Hall. The City has a planned casino and entertainment facility to be constructed by the Wilton Rancheria Indian Tribe. The City operates its own Police Department, Development Services, Public Works, Economic Development, Animal Services and shelter, Transit, and Code Enforcement services. Park and fire services are provided by the Cosumnes Community Services District.

The City's FY 2019-20 all funds budget is \$291 million with a General Fund budget of nearly \$78 million. City services are provided through the collaborative efforts of 393 staff in several departments.

POLICE DEPARTMENT

The Elk Grove Police Department was formed in 2006. Current staff includes 151 sworn officers and 108 professional staff. In 2018, there were 711 Priority 1 patrol calls, of which the average response time was 5.1 minutes. Total calls into the Command Center for 2018 were 152,224, of which 50,030 were 9-1-1 calls. Police Officers are assigned to one of five beats for the entire year with the goal of developing relationships with the community members within their assigned beat to strengthen police effectiveness and encourage cooperative efforts for a safer community. The Department utilizes Problem Oriented Policing and Crime Prevention Units to enhance community safety and crime prevention.

In 2019, the City opened an \$18 million animal shelter, to be operated by the Police Department's Animal Services Division. In an effort to be more responsive to crime, the Police Department opened its Real-Time Information Center (RTIC) and implemented an Intelligence-Led Policing model. Additional sworn and non-sworn staff continue to be added to meet the growing needs of the City and the Department.

A copy of the most recent Police Department Annual Report can be found here: online.flipbuilder.com/houh/veav/files/basic-html/index.html.

An organizational chart of the Elk Grove Police Department, along with the FY 2019 budget, can be found at: www.ralphandersen.com/jobs/asst-cop-elk-grove.

THE POSITION

The Assistant Chief of Police will report to the Chief of Police and serve as the Department's second-in-command. Three captains, along with the Professional Standards and Training functions will report directly to the Assistant Chief of Police. The next Assistant Chief of Police will assist in leading the Elk Grove Police Department in its Mission to continually improve the quality of life in Elk Grove through strong community outreach and partnerships, fair and impartial interactions, promoting public safety through prevention, intervention, and enforcement, and developing and promoting a diverse professional workforce.

The Assistant Chief of Police will be committed to the following Department core values:

Empathy: We demonstrate sensitivity and compassion for others.

Collaboration: We dedicate ourselves to working with stakeholders to find solutions to emerging community and organizational challenges.

Diversity: We embrace the uniqueness of all members of our community and our organization.

Safety: We commit to providing a safe environment through which all can enjoy a high quality of life.

Respect: We respect all members of our community and organization and create an environment that encourages teamwork, innovation, and excellence.

Integrity: We pledge to uphold our position of trust by maintaining the highest ethical standards and adhering to the Law Enforcement Code of Ethics.

Service: We proudly provide professional service in a manner that is fair, courteous, responsive, efficient and effective.

CHALLENGES AND OPPORTUNITIES

The next Assistant Chief of Police must be experienced with a strong commitment to community policing, collaboration, and customer service in order to successfully address various challenges and opportunities:

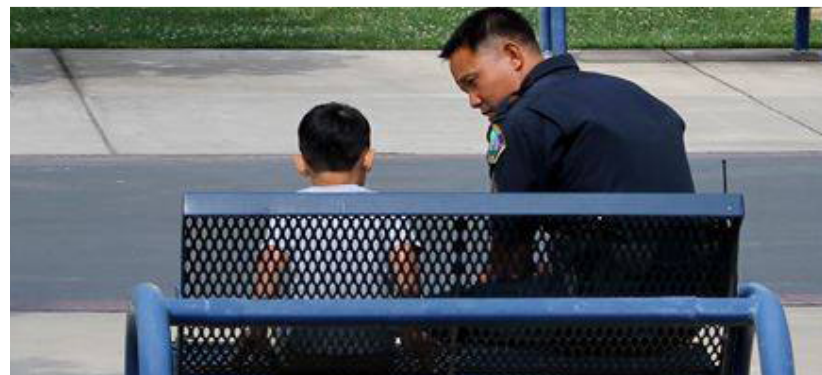
- While Elk Grove is a very safe community it is not immune to contemporary policing issues, such as domestic violence, homelessness, cybercrime, and the specter of school violence. The Assistant Chief of Police will use the best practices available to ensure the Department is well prepared for issues before they take hold.

- The City of Elk Grove has implemented a Real-Time Information Center, an Unmanned Aerial Systems (drone) program, and Intelligence-Led Policing within the past year. The next Assistant Chief of Police will assist with integrating these and other key policing elements to impact the quality of life in Elk Grove.
- Like virtually all police departments in the nation, recruitment and retention of officers is a key priority for the Department. Given Elk Grove's highly diverse population, it is critical that recruitment and succession planning efforts strive to create a police department that is reflective of the community it serves.
- Continued growth presents many opportunities for the City, but also presents the challenges of increased crime, traffic, and limits on the capacity of current facilities. Its ever-increasing population and diversity reinforce the Department's need to reach all aspects of the community in its communication, outreach, and programs.
- The Elk Grove Unified School District (EGUSD) is gradually increasing the number of Elk Grove police officers working with students on campuses throughout the City. Opportunities for increased involvement between Elk Grove police officers and EGUSD students will certainly be a focus for all stakeholders going forward.

IDEAL CANDIDATE

In addition to being highly ethical and well qualified, certain traits will be essential for success in Elk Grove:

- Elk Grove desires an Assistant Chief of Police with a leadership style characterized by inclusion, approachability, empathy, humility, communication, collaboration, and respect for people in the broadest possible sense. The Assistant Chief of Police must be able to skillfully collaborate with all internal and external stakeholders.
- The City desires an Assistant Chief of Police that can commit to serving in the organization for several years.
- The next Assistant Chief of Police must possess an entrepreneurial mindset with respect to community policing. A proven track record of leading innovative policing efforts is highly desirable.
- An innate valuing of people and diversity are important qualities in the next Assistant Chief of Police. A successful candidate will be culturally competent and able to connect with people of all backgrounds. The ideal candidate should possess an understanding of Elk Grove's dedication to diversity and inclusion, along with demonstrating a commitment to those ideals.





COMPENSATION

The City of Elk Grove offers an excellent and competitive salary and benefit package. The Assistant Chief of Police is a non-represented, exempt position. The salary range for the Assistant Chief of Police is between \$172,791 – \$231,556, depending on the applicant's qualifications. The City of Elk Grove provides an extensive suite of benefits, which include:

CalPERS Retirement System: All eligible employees become members of the California Public Employees Retirement System (CalPERS). This program provides 3.0% @ 50 or 3% @ 55, depending on prior job history with a Public Retirement Agency, for CalPERS classic members, with a 9% employee contribution; or 2.7% @ 57 for CalPERS PEPRA members, with an employee contribution of 12%. The City of Elk Grove does not participate in Social Security.

Annual Leave: Annual Leave accrual of 22 days annually during the first four years of service; 12 paid holidays, and 8 paid floating hours per year.

Administrative Leave: 80 hours of Administrative Leave annually. Employees may opt to cash out up to 80 hours of annual leave and 40 hours of administrative leave annually.

Health Insurance: The City of Elk Grove continues to be the regional leader in benefits within the region. Depending on the medical plan chosen, the City contribution covers a generous amount of the premium for medical, dental, and vision with very little out of pocket for employees.

Health Retirement Account: The City provides a defined contribution of \$100 per pay period into an IRS-eligible Health Retirement Account.

Auto Allowance: \$400 per month or a take-home vehicle.

Deferred Compensation: The City of Elk Grove matches contributions up to 4%.

Life Insurance: The City provides life insurance with a face value equal to the annual base salary.

- A candidate that understands the value and need for the Police Department to reflect the diversity of the community it serves is essential. Past success in making improvements in this critical area is highly desired.
- An understanding of the complexities of municipal government and experience working in that environment, along with practical experience in municipal policing is very desirable.
- The next Assistant Chief of Police will be a skilled communicator and relationship builder, able to assist the Chief of Police with creating meaningful relationships in the community and the city organization, along with regional partners and stakeholders.
- A leadership style that recognizes the value of people in the organization and empowers them to use their talents and creativity toward solving community problems and advancing the capabilities of the department will be welcomed.
- The ideal candidate is familiar with the important administrative functions of leading an agency, such as budget, information technology, collective bargaining, and human resources.

EXPERIENCE AND EDUCATION

Any combination of equivalent experience and education that provides the required knowledge and abilities would qualify. A typical way to obtain the knowledge and abilities would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in police science, public or business administration, or a related field. A Master's degree and completion of executive-level leadership programs, such as the California POST Command College or the FBI National Academy, is highly desirable.

Experience: A minimum of five (5) years of qualified, increasingly responsible, full-time commissioned law enforcement work experience, including at least four (4) years of executive or command-level management experience in a law enforcement agency or at least four (4) years of division-level management responsibility equivalent to the role of Captain in a law enforcement agency.

RECRUITMENT PROCESS

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

All interested candidates should apply no later than **December 16, 2019** to Ralph Andersen & Associates by sending a compelling cover letter and a comprehensive resume to apply@ralphandersen.com. Preliminary video screening interviews will be followed by a comprehensive interview process tentatively set for late-January 2020. Additionally, a supplemental questionnaire may be required with responses to specific questions.

For further information or questions on the recruitment process, please contact Chief Greg Nelson (ret.) or Chief Bryan Noblett (ret.) at (916) 630-4900. Confidential inquiries are welcomed.