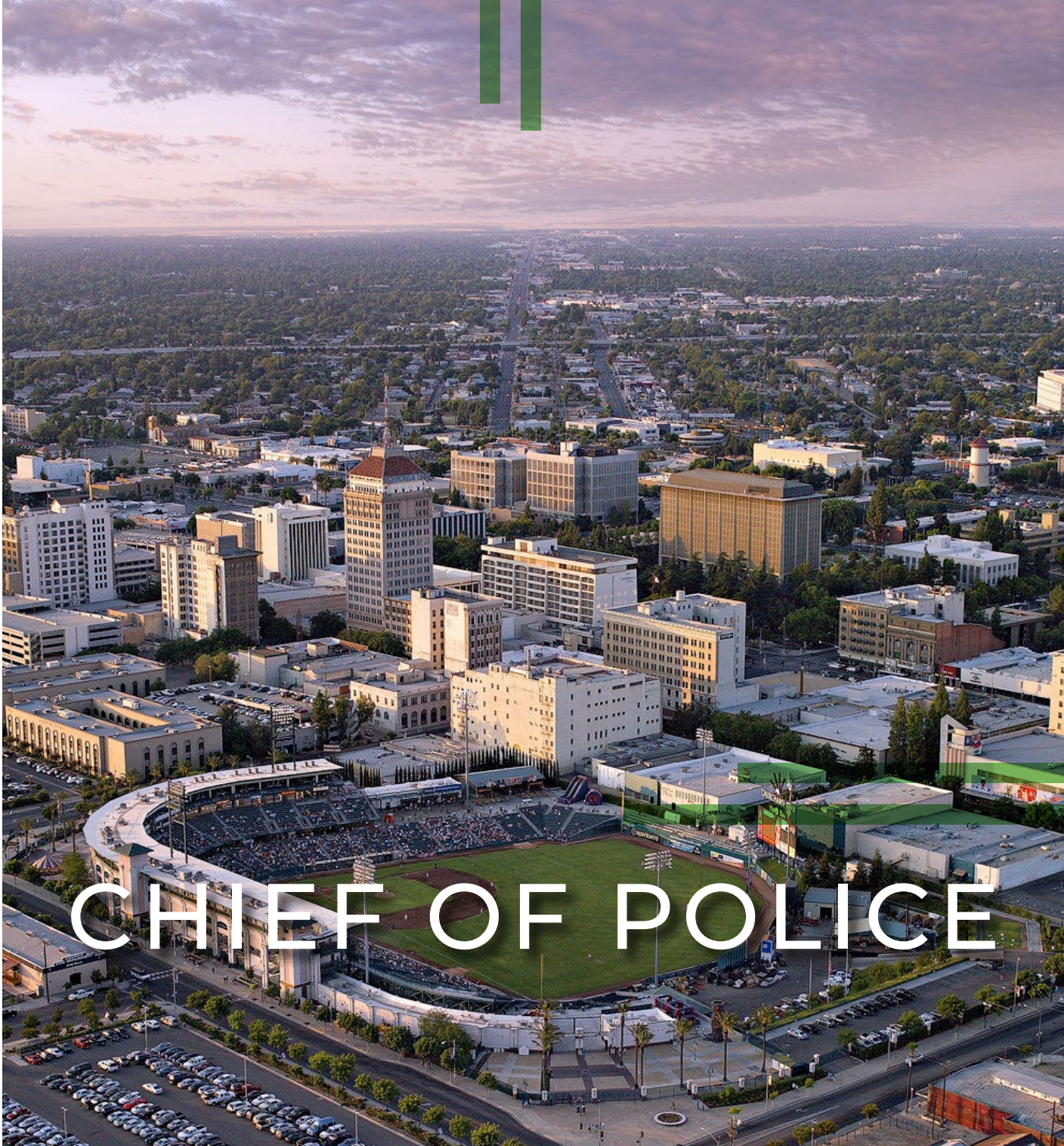


A NATIONAL SEARCH
is underway for a new Chief of Police

Fresno, California



CHIEF OF POLICE



FRESNO, CA

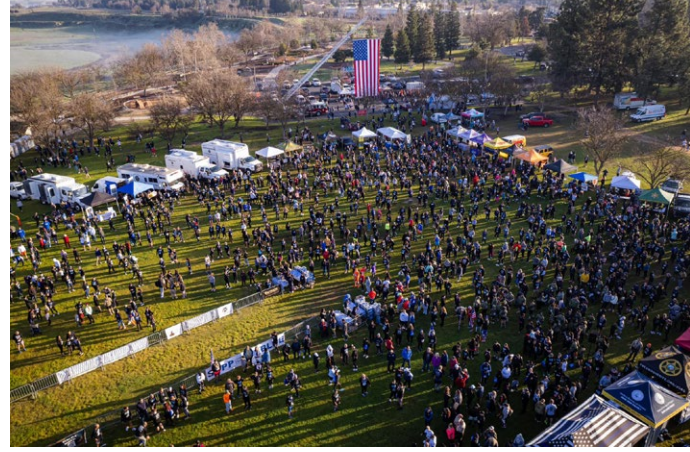
THE 01. OPPORTUNITY



City of Fresno

The City of Fresno is conducting a national search to attract a strategic, community-focused, and experienced police executive with advanced leadership skills to serve as its next Chief of Police.

This recruitment comes at a pivotal time for Fresno and offers an exciting opportunity for a seasoned leader committed to enhancing public safety, fostering trust, and building strong relationships with the community and department. The next Chief of Police will be tasked with guiding a diverse department, advancing modern policing techniques, and working collaboratively with city leadership to improve the safety and quality of life for all Fresno residents.



02 THE CITY OF FRESNO

The City of Fresno is a major U.S. city and the fifth most populous in California, with more than 546,000 residents.

As a commercial and cultural hub of the San Joaquin Valley, Fresno boasts a thriving economy and a growing arts scene, adding unique charm and opportunity. Serving as the financial, industrial, trade, and commercial capital of the central San Joaquin Valley, Fresno is strategically positioned, with easy travel to other major California metropolitan areas—approximately four hours north of the Los Angeles basin and three hours south of the San Francisco Bay Area.

Fresno offers quick access to Yosemite, Kings Canyon, and Sequoia National Parks, making weekend adventures a regular part of life. With over 300 days of sunshine annually, residents and visitors alike enjoy a wide range of outdoor activities, from skiing in the winter to boating, hiking, and golfing throughout the year.

Fresno offers quality, affordable housing compared to other large California cities and provides excellent educational opportunities through four large school districts and a variety of private institutions. The city's multicultural fabric includes vibrant Latino, Punjabi, and Hmong communities, who enrich Fresno's environment with festivals, arts, and cuisines from around the world. Across many communities in Fresno there is a strong sense of heritage, pride, and a deep commitment to fostering an inclusive and dynamic place to live and work.



03. CITY GOVERNMENT AND GOVERNANCE

Incorporated in 1885, Fresno is a full-service city with approximately 4,000 employees operating under a “Strong Mayor” form of government.

The Mayor, elected every four years in a citywide election, serves as the Chief Executive Officer, and is responsible for providing leadership and the efficient administration of all City Affairs. The Mayor appoints the City Manager, who supervises city departments and implements policies. Currently, Mayor Jerry Dyer, a former Fresno Police Department member for 40 years, leads the city. Mayor Dyer holds the distinction as the city’s longest-serving police chief.

The Fresno City Council, consisting of seven elected members, establishes policy and legislates on various issues affecting the community. The Council appoints the City Attorney and City Clerk, while the City Manager appoints all department heads. The City Manager, in consultation with the Mayor, will also appoint the Chief of Police. In addition to the police department, Fresno provides multiple services provided by the following departments: General Services, Planning, Economic Development, Public Works, Finance, Budget, Airports, Capital Projects, Animal Center, Personnel Services, Information Services, Fire, Parks and Recreation, Transportation, and Public Utilities.

The Chief of Police reports to the City Manager and collaborates with the Mayor, City Council, and community stakeholders to ensure police services align with the city's commitment to transparency, accountability, and effective public safety. Fresno's government operates under the "One Fresno" vision, embracing a philosophy of listening, keeping promises, and fostering a city truly owned by its residents.





THE POLICE DEPARTMENT 04.

The Fresno Police Department (FPD) is committed to enhancing the quality of life in the community by reducing crime-related fear and working alongside residents to ensure their voices are heard and valued.

With a 2025 budget of \$284 million, the FPD has an authorized staff allocation of 926 sworn officers and 404 civilian employees, providing core services through the Office of the Chief of Police and four Bureaus, each led by a Deputy Police Chief:



- **Office of the Chief of Police:** This office sets the department's strategic direction and oversees Media Relations, Community Engagement, Crime Stoppers, and City Attorney/Civil Litigation services.
- **Patrol Division:** This division is the primary provider of police service. This division has over 450 sworn officers and civilian staff covering 130 square miles, operating 24/7. Five captains, each manage a patrol district, with a bike team, district safety team, community service officers, and an investigative unit focused on local crime trends.
- **Investigations Division:** This division conducts investigations into property and violent crimes, narcotics, and specialized cases. Key units include the Homicide Unit, Vice/Intel Unit, Family Justice, and Street Violence.
- **Administrative Services Division:** Oversees Fiscal Affairs, Internal Affairs, the Regional Training Center, Personnel Bureau, Policy, and the Grant Unit.
- **Support Division:** Manages the Community Relations Unit, which builds trust and promotes safety within neighborhoods, businesses, and schools. This division also oversees the Traffic Unit, Communications Data/Analysis Bureau, IT Section, Records, and Special Response Section.

FRESNO POLICE DEPARTMENT MISSION

The mission of the Fresno Police Department is to enhance **safety, service, and trust** with our community.



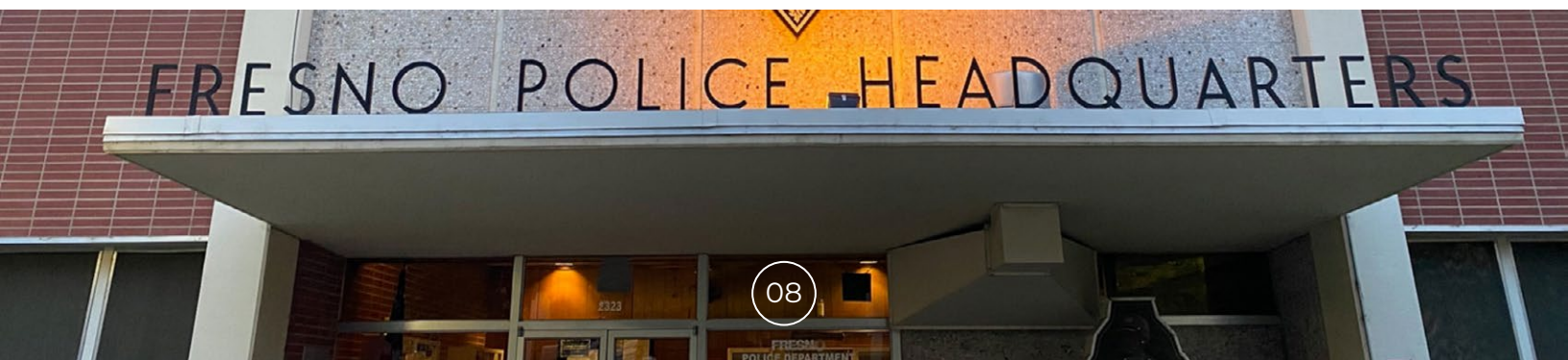
IDEAL CANDIDATE 05.

The ideal candidate for Chief of Police will be a visionary leader dedicated to community-oriented policing, collaboration, and innovative problem-solving.

The Chief will demonstrate strong communication skills, cultural competence, and an understanding of modern policing practices that prioritize public trust, equity, and transparency.

The next Chief of Police for Fresno will be expected to:

- **Advance Public Safety Initiatives:** Address ongoing issues such as violent crime, homelessness, and traffic fatalities. By working collaboratively with other agencies and organizations, the Chief will also be expected to prioritize resources within the department to impact the timeliness of the response to calls for service. Upon assuming office, the Chief will be expected to continue the Department's violent crime reduction strategies and downward trend, while balancing resources to more effectively address property related crimes and quality of life issues.
- **Focus on Accountability and Transparency:** Commit to high standards of integrity and professionalism, ensuring that all department personnel adhere to ethical guidelines and that departmental operations are conducted with transparency. The Chief will be expected to review and improve internal policies to strengthen accountability and address any community concerns regarding police practices.
- **Enhance Community Engagement:** Build and maintain trusting relationships with Fresno's diverse communities, including Latino, Punjabi, and Hmong residents. The Chief will make efforts to foster inclusiveness and transparency, actively engaging residents in public safety discussions and involving community stakeholders in shaping police policies.
- **Prioritize Innovation and Technology:** Leverage new technologies and data-driven strategies to improve crime analysis, enhance efficiency, and strengthen the department's response capabilities. A strong understanding of advancements in policing technology, including body-worn cameras, crime mapping, and digital records management, will be essential.
- **Enhance Officer Wellness and Development:** Develop a comprehensive approach to officer wellness that includes mental health support, physical health initiatives, and continuous professional development. Promoting a healthy, balanced work environment will be critical for officer retention, morale, and service quality.
- **Promote Diversity, Equity, and Inclusion:** Champion initiatives that encourage a more diverse police force, with recruitment efforts aimed at reflecting Fresno's rich cultural landscape. The Chief will also lead efforts to ensure that training and professional development emphasize cultural sensitivity and awareness.



06 OPPORTUNITIES FOR GROWTH

The next Chief of Police will be expected to address several key areas of improvement for the Fresno Police Department, including:

- **Community Trust and Transparency:** Building trust with Fresno's communities, especially historically underserved populations, is essential. The Chief will expand community engagement programs, ensuring that Fresno residents feel represented, respected, and informed about police activities and policies.
- **Modern Policing and Technology:** The Chief will be responsible for integrating modern policing technologies and data-driven solutions to improve department efficiency and effectiveness. This includes adopting predictive analytics, enhancing cyber capabilities, and ensuring that officers and professional staff are equipped with the tools needed for safe, effective policing.
- **Collaborative Response to Complex Social Issues:** Fresno faces challenges related to homelessness, mental health, and substance abuse. The Chief will work with city officials and local organizations to develop collaborative, compassionate approaches that address these issues comprehensively and effectively.
- **Focus on Crime Prevention and Outcomes:** Addressing violent crime and improving outcomes is a top priority. The Chief will lead community-based and 21st-century policing strategies that allow officers to build transformational relationships that build trust and improve safety.



07. QUALIFYING CRITERIA

Any combination of training, education, and experience equivalent to graduation from an accredited college or university with a bachelor's degree in criminal justice, police science, public administration, or a closely related field and ten years of increasingly responsible law enforcement experience, including management experience preferably in a large metropolitan police department of similar complexity is qualifying.

A master's degree in criminal justice, political science, public administration, or a related field, an Executive Level Police Officer Standards and Training (POST) Certificate, and completion of programs like the FBI Academy, Police Executive Leadership Institute (PELI), or Senior Management Institute for Policing are highly desirable.

The most qualified candidates will demonstrate a proven track record of effective work in culturally and ethnically diverse communities. Proficiency in a language commonly spoken in the Fresno community, such as Spanish, Punjabi, or Hmong, is also desirable.

Possession of a valid California Driver's License is required for the entire employment period in this job class, along with a Management (POST) certificate (or equivalent from another state) or the ability to obtain one within a reasonable time.

08. COMPENSATION & BENEFITS



The annual salary range for this at-will position is \$196,188 to \$291,900. Placement within the range will be based on qualifications. The city provides an excellent array of benefits. For more information on employee benefits, contact the recruiter.

NOMINATION AND APPLICATION PROCEDURES

09.

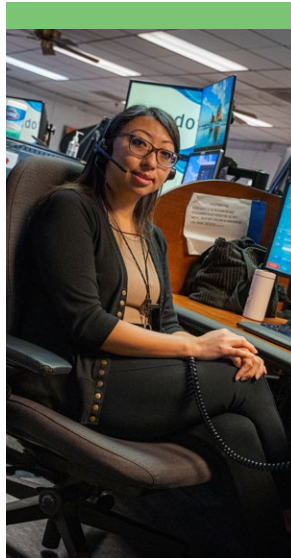


APPLY TODAY!

Candidates are encouraged to apply immediately for optimal consideration by emailing a comprehensive resume, compelling cover letter, and list of professional references to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established.

Candidates should apply by January 3, 2025. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary screening interviews as applications are received. Only the most highly qualified candidates will be invited to advance further in the selection process in January 2025. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the city hiring process. It is anticipated that the selected candidate will join the City of Fresno in the spring of 2025 or at a mutually agreeable date..



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Kenton Buckner, Chief of Police (ret.) – Senior Consultant

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