

Career opportunity

Police Chief

Join Roseville Police and lead a department built on trust, principled leadership, and community partnership in their mission to safeguard the Roseville community.

Annual salary: \$210,179–\$281,661
(26 pay periods annually)

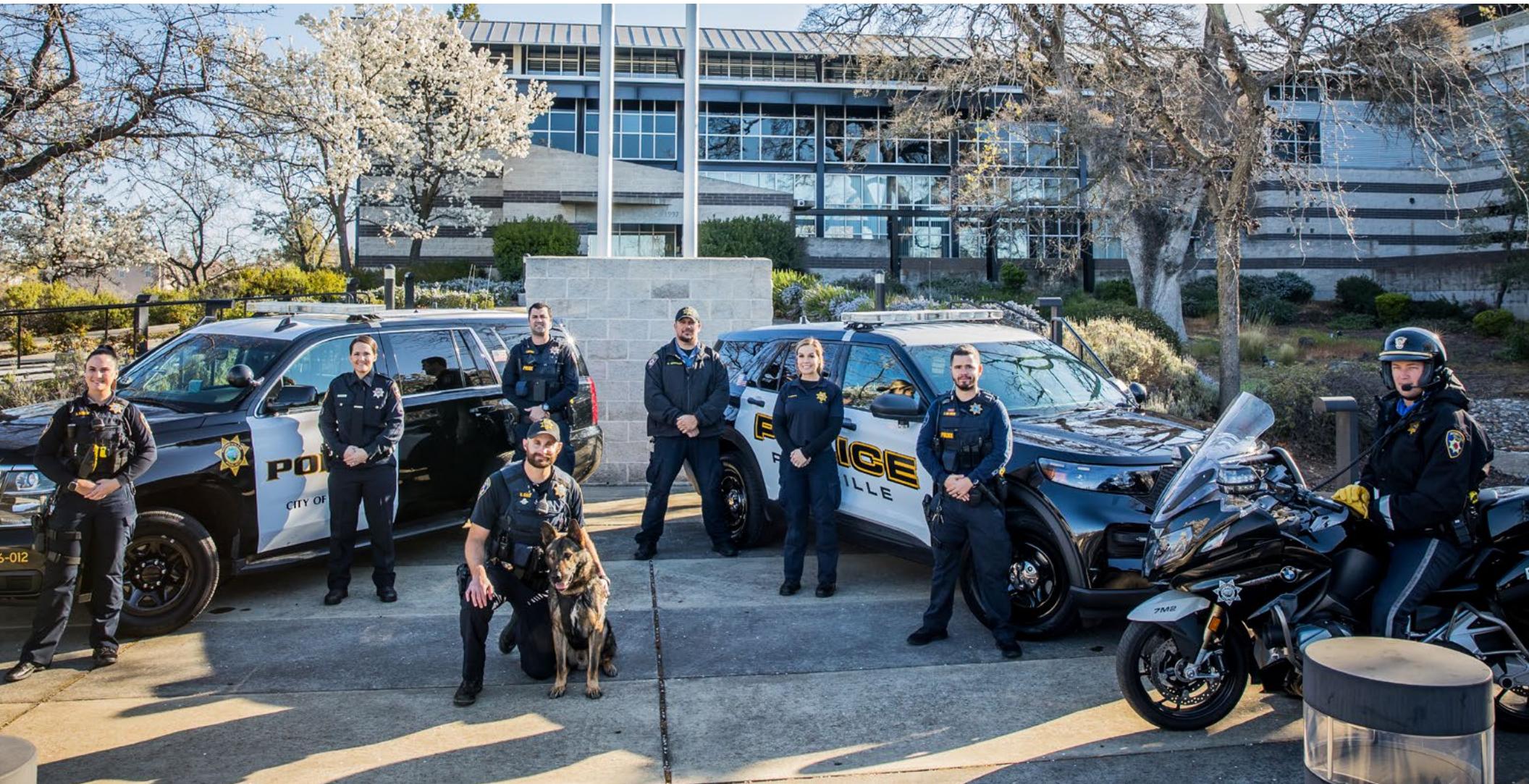


311 Vernon Street, Roseville, Ca 95678
roseville.ca.us



The City of Roseville seeks a Police Chief who is a collaborative, inclusive, and responsive leader. The successful candidate will bring a strong commitment to community-oriented policing, supported by sound management and administrative expertise.

This is a unique opportunity to serve within an innovative City administration focused on reducing unnecessary process, removing barriers, and delivering results. The Police Chief will work alongside a high-performing executive team and play a transformative leadership role in advancing public safety strategies that will serve the community for generations to come.



The position

The Police Chief oversees five direct reports and approximately 240 sworn and professional staff with an annual budget of approximately \$69.2 million.

The Police Chief is responsible for the overall management of the Police Department and for law enforcement programs and activities. This is an at-will position, reporting directly to the City Manager.

The Police Chief serves as a member of the City's department head team contributing to the greater Citywide culture of inclusion, collaboration, and engagement in the City's mission to provide exceptional City services and enhance quality of life.



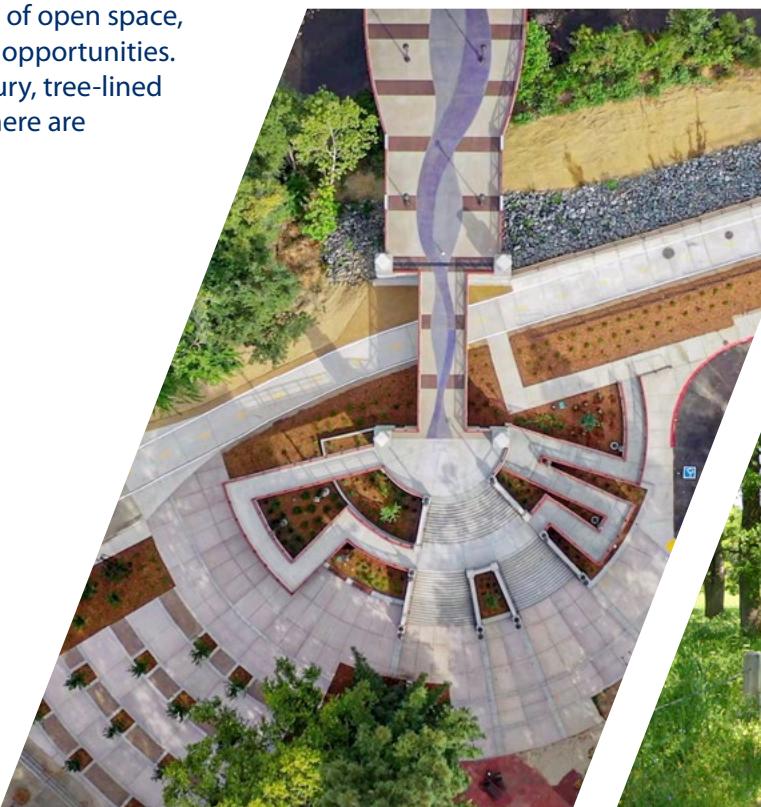
The community

Roseville is the largest city in Placer County with about 160,000 residents and still growing. As a full-service city, Roseville employs approximately 1,300 people across 15 departments and is consistently ranked among the best, safest and healthiest places to live in the country.

With low unemployment and one of the highest levels of educational attainment among our residents, Roseville's highly qualified workforce proves attractive to large corporations, small businesses and tech-savvy startups.

The City's thriving economy boosts its daytime population above 200,000 with business ventures ranging from technology and healthcare to railroad operations and financial services. Almost every major retailer in the country has established itself in Roseville, from Target to Tiffany and Co. Roseville's growing and diverse restaurant scene offers something for everyone, from casual and family style restaurants to contemporary and fine dining.

Roseville offers more than 4,000+ acres of open space, 90+ parks, and a variety of recreational opportunities. With everything from turn-of-the-century, tree-lined streets to active senior communities, there are housing options for all stages of life.



Scan the QR code
to see what others
have to say about
living and working
in Roseville.



The culture

The City of Roseville is a people-first organization.

We take great pride in serving our community as well as investing in our internal City culture and the professional development of our staff. We are guided by our core competencies and are constantly fostering meaningful connections and employee engagement opportunities, both within our organization and throughout the greater Roseville community.



Focus on people



Build trust



Ensure accountability



Communicate effectively



Collaborate inclusively



Make quality decisions



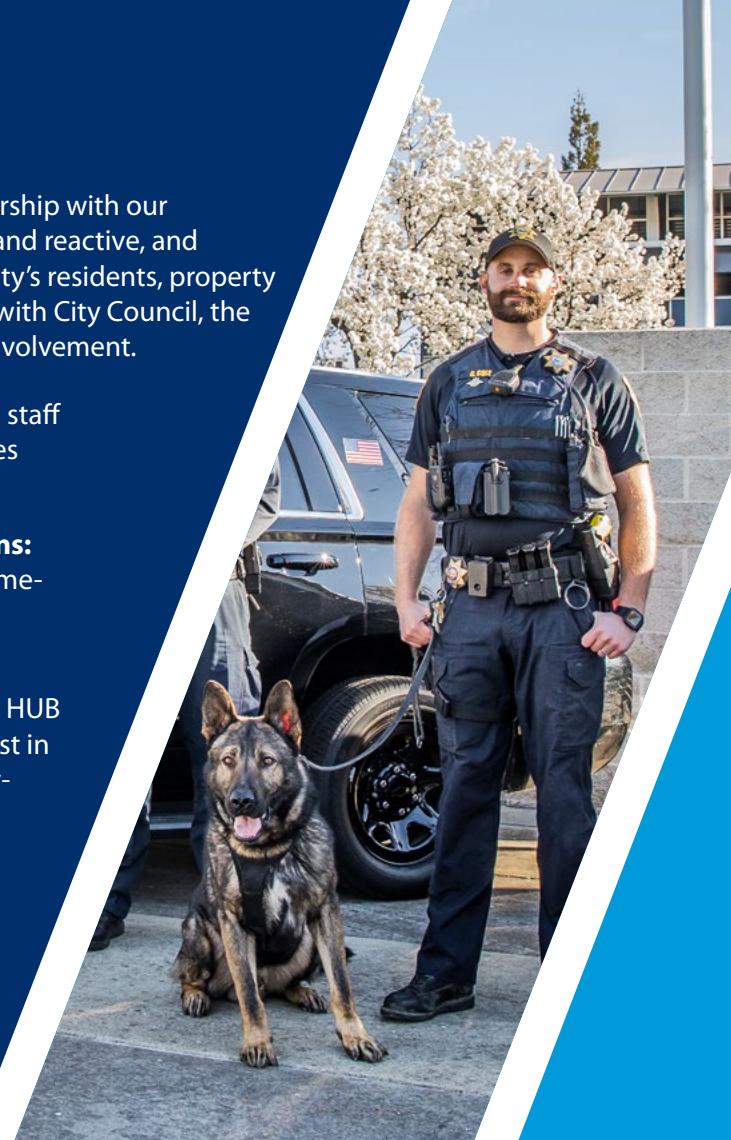
Be adaptable/agile

Our Core Competencies

The department

Roseville Police Department (RPD) is committed to providing outstanding police services, working in partnership with our community to keep Roseville safe and enhance the overall quality of life. The Department is both proactive and reactive, and provides law enforcement, investigation, crime prevention, and other public safety services to protect the City's residents, property owners, and businesses. The department fosters a community policing philosophy, working collaboratively with City Council, the City Manager's Office, and the community to address crime issues and other civic matters requiring police involvement.

- **Dispatch center (911):** Police, fire, and EMS calls for service as well as animal control.
- **Patrol Division:** Eight police patrol beats operating on a four-shift, 3/11-4/11 team policing plan, including six K9 and handler officer teams.
- **Animal control (no animal shelter):** Animal safety, licensing compliance, code enforcement, and responding to public concerns.
- **Traffic enforcement section:** Full-time motorcycle officers and well-equipped major traffic accident investigation team.
- **Investigations:** Crimes against persons, property crimes, technology crimes, threat-assessment unit, and a full-time crime suppression unit, which focuses on proactive efforts, drug enforcement and human trafficking.
- **Social Services Unit:** Dedicated sworn staff plus three licensed Police Social Services Practitioners and a therapy K-9.
- **Records & Property Evidence divisions:** Four full-time professional staff and crime-scene investigators providing a variety of internal and external services.
- **Real Time Crime Center:** A centralized HUB that uses innovative technology to assist in active response to incidents and follow-up investigation of cases, improving officer safety and solvability of crimes.
- **Unmanned Aerial Systems Unit:** Highly trained team of certified pilots and a variety of drone resources available for 24-7 response.



159

Sworn officers



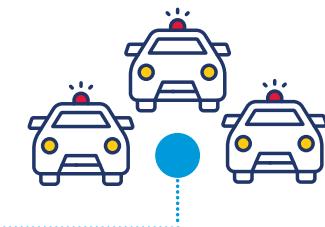
72

Professional (non-sworn) personnel



150,990

Incoming calls for service last year for police, fire, EMS, and animal control



75,178

Calls responded to by The Patrol Division for service and officer self-initiated activities in 2025



8

Police patrol beats operating on a four-shift, 3/11-4/11 team policing plan



6

K9 and handler officer teams



3

Licensed Police Social Services Practitioners, and a therapy K-9

Agency and community partnerships

Roseville's long-standing partnerships with public safety agencies and community groups play a vital role in maintaining public trust, transparency, and our community policing approach.

- **Public safety:**

- RPD participates in the Regional Auto Theft Task Force and the countywide Special Investigations Unit focusing on high level drug investigations.
- RPD partners with the neighboring City of Rocklin for special weapons/tactics and explosive ordinance disposal teams.
- Roseville Fire and the neighboring City of Rocklin Fire department support RPD's SWAT team with a SWAT paramedic program.

- **School Districts:** RPD partners with the Roseville Joint Union High School District to provide school resource officers for every high school in Roseville.

- **Healthcare:** In partnership with Sutter Health, RPD participates in a hospital/neighborhood policing program that provides daily police presence to the area in and around Sutter Roseville Medical Center.

- **Community outreach:** RPD has a long-standing partnership with the Roseville Police Activities League (RPAL) as well as the Roseville Coalition of Neighborhood Associations (RCONA). The Department hosts a bi-annual Citizens Academy and maintains an active Police Volunteer Program. Strong relationships are maintained with a variety of community-based organizations including the Roseville Area Chamber of Commerce, the Latino Leadership Council, The Gathering Inn, and Stand Up Placer to name a few.



Recent accomplishments

- The establishment and staffing of an eighth police beat in 2024-2025 to serve the growing population on the developing west side of Roseville.
- Concluded a five year strategic plan which redesigned and revamped numerous areas of the Police Department including organizational structure, leadership vision and values, overhaul of numerous items of equipment including the purchasing of a Bearcat armored vehicle, complete replacement of firearms, addition of body-worn cameras and vehicle cameras, and placed strong emphasis on Department culture and support of our staff.
- Successful implementation of a recruiting effort which has led to full staffing of the Police Department.
- Continued emphasis on Patrol services as the foundation of the Police Department with growth in the number of Patrol officers and numerous equipment additions.
- Developed a Real Time Crime Center with advanced technologies to support Patrol in response to active incidents and provide a resource for the investigation of crimes and the apprehension of suspects.
- Continued expansion of the Social Services Unit with a dedicated Homeless Veteran's program, and mental health response.





Current and future opportunities

- Continue to build on the strong culture that is the Roseville Police Department.
- Develop a strategic plan to continue to promote public safety in the community. The current strategic plan was implemented in 2021 and concluded in 2025.
- Continue emphasis on utilizing technology to improve officer safety and further enhance the Police Department's effectiveness in responding to and investigating crime.
- Projects that have a high level of community interest include the Real Time Crime Center and advancement of a drone as first responder program to deter crime and catch criminals faster.
- A continuing commitment to, and expansion of, diversity principles and opportunities.
- Maintaining community connections and providing leadership for well-established, community-policing programs.

The ideal candidate

The ideal candidate is a seasoned law enforcement executive with at least seven years of increasingly responsible experience in law enforcement administration, including a minimum of three years in administrative and management roles. The candidate will possess a Bachelor's degree from an accredited college or university and have a strong working knowledge of applicable local, state, and federal laws, rules, and regulations as well as organizational management best practices.

The ideal candidate will further bring a high degree of professional independence, sound judgment, and a proven track record of providing exemplary law enforcement leadership. The candidate should be innovative, proactive, and forward-thinking, with a clear focus on active community policing and the highest standards of integrity.

The new Police Chief will be expected to cultivate and maintain effective partnerships with the community, elected officials, department heads, City staff, residents, and other law enforcement agencies to proactively address emerging needs. Successful leadership in this role requires adaptability and empathy, reflected in leadership that embraces diversity, fosters inclusion, and maintains cultural sensitivity within the department and the broader community.

Additionally, the ideal candidate will...

- Lead the department with confidence and professionalism.
- Demonstrate effective communication skills, including written, verbal and presentations.
- Mentor and develop future leaders.
- Be a transformational thinker.
- Build and support a culture that is progressive, transparent, and collaborative.
- Embrace calculated risk-taking to drive innovation.
- Be politically savvy to appropriately address complex issues in a public setting.
- Build trust, make quality decisions, demonstrate transparency, and ensure accountability.

Salary & benefits

Annual salary: \$210,179–\$281,661 *Compensation will be negotiated depending upon qualifications and experience.*

The City offers a comprehensive benefits package that includes:

Retirement

The City participates in the California Public Employees Retirement System (PERS) under a 3% at 50 formula for classic members and 2.7% at 57 formula for new members. The City does not participate in social security.

Retiree health

Tier III RHS contribution program. City contribution of \$100/month after five years.

Health and welfare insurance

The City contributes up to a maximum of \$2,490 per month (dependent on the flex credit tier elected) towards the medical premium for the employee and eligible dependents, which may be applied toward medical, dental and vision premiums.

Life insurance

City-paid at two times the annual salary.

Holidays and leaves

12 paid holidays, 12-20 vacation days, and 12 sick days per year. Up to 100 hours per year of cashable management leave.

Deferred Compensation Plan

City contributes 3% after five years of service.

Other benefits

Business-expense reimbursement, city car provided, travel budget, relocation assistance.

HOW TO APPLY

To apply online, please go to bobmurrayassoc.com

Filing Deadline: March 1, 2026

Following the closing date, resumes will be screened according to the qualifications in the ideal candidate section. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. Interviews are tentatively planned for April 8 and 9. 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 Roseville. Candidates will be advised of the status of the recruitment following finalist selection.

The City of Roseville is an Equal Opportunity Employer



**Please contact your recruiter,
Mr. Gary Phillips with any inquiries:
(916) 825-4674**



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH