



**BOB MURRAY  
& ASSOCIATES**

*Experts In Executive Search*



**CHIEF OF  
POLICE**

## THE COMMUNITY

The City of Salinas is the 33rd largest City in the state with a population of approximately 163,542. Salinas is in beautiful Monterey County and is the County seat. Just 40 minutes south of the heart of the nation's high-tech industry, Silicon Valley, the City has the largest population in California's Central Coast, is a multicultural and diverse community and a key asset in today's global economy.

The region also boasts spectacular scenery, from breathtaking mountains and valleys, to the beauty of the sun, sand, sea, and soil. Salinas serves as the main business, governmental and industrial center of the region. The marine climate is ideal for the floral industry, grape vineyards, and vegetable growers. Salinas is known as the "Salad Bowl of the World" for its large, vibrant agriculture industry. The City is rich in diversity with an approximate 79% Hispanic population and a median age of 34, which allows for various cultural family activities and world class annual events such as the California Air Show, California Rodeo Salinas, El Grito Festival, and world-renowned amenities right next door, including the Pebble Beach Golf Resort and the Monterey Bay Aquarium. Salinas is home to Hartnell, a robust community college, along with being just minutes from Cal State Monterey Bay. The City is also home to a wealth of cultural and historic assets, including the California Welcome Center/Regional Heritage Center and the National Steinbeck Center - the only museum in the country devoted to a single author - along with Steinbeck's family home.

Although agriculture forms the economic base, more than 100 manufacturing, financial, and medical related firms call Salinas home. Salinas has a global reputation as an agriculture and innovation hub, it is a source for agricultural research and resources, and is developing the latest technology and advancements. Some of the largest employers in the city include the County of Monterey, Taylor Farms, D'Arrigo Bros, and Salinas Valley Health.

Visitors can also explore the nearby Monterey Peninsula: the historic missions of San Juan Bautista, Soledad, Carmel and San Antonio de Padua, the world class wineries of South Monterey County and the beauty of nearby beaches and Pinnacles National Monument.

## CITY GOVERNMENT

The City of Salinas was incorporated in 1874 and became a Charter City in 1903. The City operates under a Council-City Manager form of government. The seven-member City Council includes six members elected by district for four-year staggered terms on a nonpartisan basis, plus the Mayor who is elected at-large and serves a term of two years. The City employs approximately 550 full-time staff with approximately 145 additional temporary employees. The City's total budget is \$260M. The City Manager leads and directs eight departments which include Administration, Community Development, Finance, Fire, Human Resources, Library and Community Services, Public Works, and the Police Department.



## THE DEPARTMENT

The Department has three operating divisions: Field Operations, Administration, and Investigations. The staffing of these divisions is composed of 159 authorized full-time sworn personnel and 55 dedicated professional staff. Financial support for the Police Department is derived primarily from the General Fund, Measure G, and Measure V, with an allocated operating budget of \$62 million for the fiscal year 2024-25.

Guided by the principles of Community-Oriented Policing, the members of the Salinas Police Department are committed to enhancing the overall quality of life in the City. The Department actively seeks collaborative partnerships to optimize resources in addressing community concerns, with a particular focus on homelessness and quality of life issues, which are paramount among community priorities. Striving to deliver efficient and proactive police services to a diverse population, the Department engages in prevention and intervention initiatives, collaborating closely with governmental entities, educational institutions, non-profit organizations, and community-based groups. Key alliances include the City's Community Alliance for Safety and Peace division, dedicated to community-wide violence reduction, Building Healthy Communities, Police Activities League, and the Salinas Police Department's Community Academy, among others.

In alignment with national standards, the Department has collaborated with the US Department of Justice to intensify community outreach and implement youth diversion programs. A series of strategic enhancements includes the introduction of a body-worn cameras program to uphold accuracy, accountability, and transparency, the adoption of a state-of-the-art Records Management System (RMS), deployment of an unmanned aerial unit, and augmentation of crime analysis capabilities through the acquisition of cutting-edge software tools. Notably, the Police Department operates from a modern headquarters inaugurated in 2020, demonstrating a commitment to state-of-the-art infrastructure and operational excellence.

## THE POSITION

The Chief of Police oversees all divisions apart from the Internal Affairs unit and assists in planning, organizing, coordinating, and administering operation activities. This at-will position analyzes operational costs and directs preparation of the annual budget requests and justifications. Reporting to the City Manager, the Chief of Police assists in administering the annual budget, attends Council and community meetings, and facilitates in the counsel and discipline of personnel.

The Chief also determines service levels and staffing requirements, fulfills emergency response obligations, and most importantly, builds and maintains positive working relationships with other departments, peers, City employees, community groups, and the public. Please visit the City website for a complete job description.

## CURRENT PRIORITIES AND OPPORTUNITIES

### Community Engagement and Relations

- Strengthening our commitment to Community-Oriented Policing principles.
- Expanding community outreach programs to foster positive relationships.
- Implementing targeted initiatives to address specific community concerns, with a particular focus on homelessness and quality of life issues.

### Collaborative Partnerships

- Further cultivating partnerships with governmental agencies, educational institutions, nonprofits, and community-based organizations.
- Exploring new collaborations to address emerging challenges and opportunities.
- Enhancing existing alliances, such as the Community Alliance for Safety and Peace division, Building Healthy Communities, Police Activities League, and the Salinas Police Department's Community Academy.

### Youth Diversion and Intervention Programs

- Continuing collaboration with the US Department of Justice to expand and refine youth diversion initiatives.
- Exploring innovative approaches to engage and support at-risk youth in our community.

### Technological Advancements

- Optimizing the use of body-worn cameras to ensure accuracy, accountability, and transparency.
- Maximizing the capabilities of our new Records Management System (RMS) to streamline operations.
- Exploring opportunities for further integration of technology, including advancements in crime analysis tools and unmanned aerial units.

### Training and Professional Development

- Prioritizing ongoing training to ensure our officers are well-equipped to handle evolving challenges.



- Exploring opportunities for specialized training in areas such as de-escalation, mental health crisis intervention, and cultural competency.

### Infrastructure and Facility Enhancements

- Assessing the need for any additional infrastructure improvements or technological upgrades.
- Ensuring the continued efficient operation of our police headquarters opened in 2020.

### Strategic Resource Allocation

- Conducting a comprehensive review of resource allocation to ensure optimal distribution based on evolving community needs.
- Identifying opportunities for resource reallocation or enhancement to better align with our strategic objectives.

## THE IDEAL CANDIDATE

The City of Salinas is seeking a pro-active Chief of Police who has demonstrated success in working with a diverse community while leading a professional law enforcement agency. The successful candidate will be open-minded, serve as an advocate for the department while balancing the needs of stakeholders, and will understand the importance of technology and data in the decision-making process. The incoming Chief must exemplify professionalism, leadership and integrity, and should possess excellent communication and interpersonal skills. The ideal candidate will encourage personal and professional growth, mentor staff, and foster an environment that embraces diversity, equity, trust and respect. An equitable, fair. And collaborative candidate is desired. Candidates will demonstrate a proven track record in implementing Community Oriented Policing practices, working with diverse cultures, and must demonstrate their knowledge in



revitalizing department culture and staffing.

In the dynamic landscape of law enforcement and city governance, Chief of Police embodies the following key attributes and characteristics:

- **Decisive Leadership;**
- **Highest Integrity, Character, and Ethics;**
- **Honesty and Trust-Building;**
- **Technological Acumen;**
- **Strategic Vision;**
- **Collaborative Orientation;**
- **Adaptability and Innovation;**
- **Empathy and Community Focus;**
- **Professional Development Advocate;**
- **Effective Communication.**

A Bachelor's Degree in a related field and eight (8) years of progressively responsible experience in law enforcement work, including three (3) years at the rank of Police Captain, Deputy Chief, or equivalent is required. Possession of a valid California Driver's License at time of appointment along with a POST Management Certificate is required. A Graduate degree and fluency in Spanish is highly desirable.

## COMPENSATION

The Chief of Police is an at-will position with an annual salary range of \$185,112 to \$236,256. Placement within this range is dependent on experience and qualifications. The City also offers an excellent benefits package, including:

**Retirement Plan** - The City participates in the California Public Employees' Retirement System (CalPERS) under a 3% @ 55 formula for Classic members. New members, as defined by PEPR, are under a 2.7% @ 57 formula.

**457/401(a) Compensation** - City-paid contribution based on months of service with the City.

**Health Insurance** - In 2024, the City will pay 95% of the premium for the level of coverage the employee has selected. Beginning in 2025, the City will pay 95% of the premium for the plan and level of coverage the employee has selected, up to 80% of the PERS Platinum plan health premium. The City pays the full amount of premiums for dental and vision plans.

**Holidays** - 14 per year.

**Annual Leave** - May be used for vacation and/or sick leave. Leave is accrued at a rate of 37 days per year for the first five year; 42 days per year for years six through 10, with additional longevity increase in annual leave after 10 years of employment.

**Life Insurance** - City provides term life insurance in the amount of \$150,000.

**Auto Allowance** - City assigned vehicle or \$750 per month.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:  
August 4, 2024**

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 & Associates. 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 Salinas. Candidates will be advised of the status of the recruitment following selection of the Chief of Police.

If you have any questions, please do not hesitate to call Ms. Stacey Stevenson at:

(916) 784-9080

