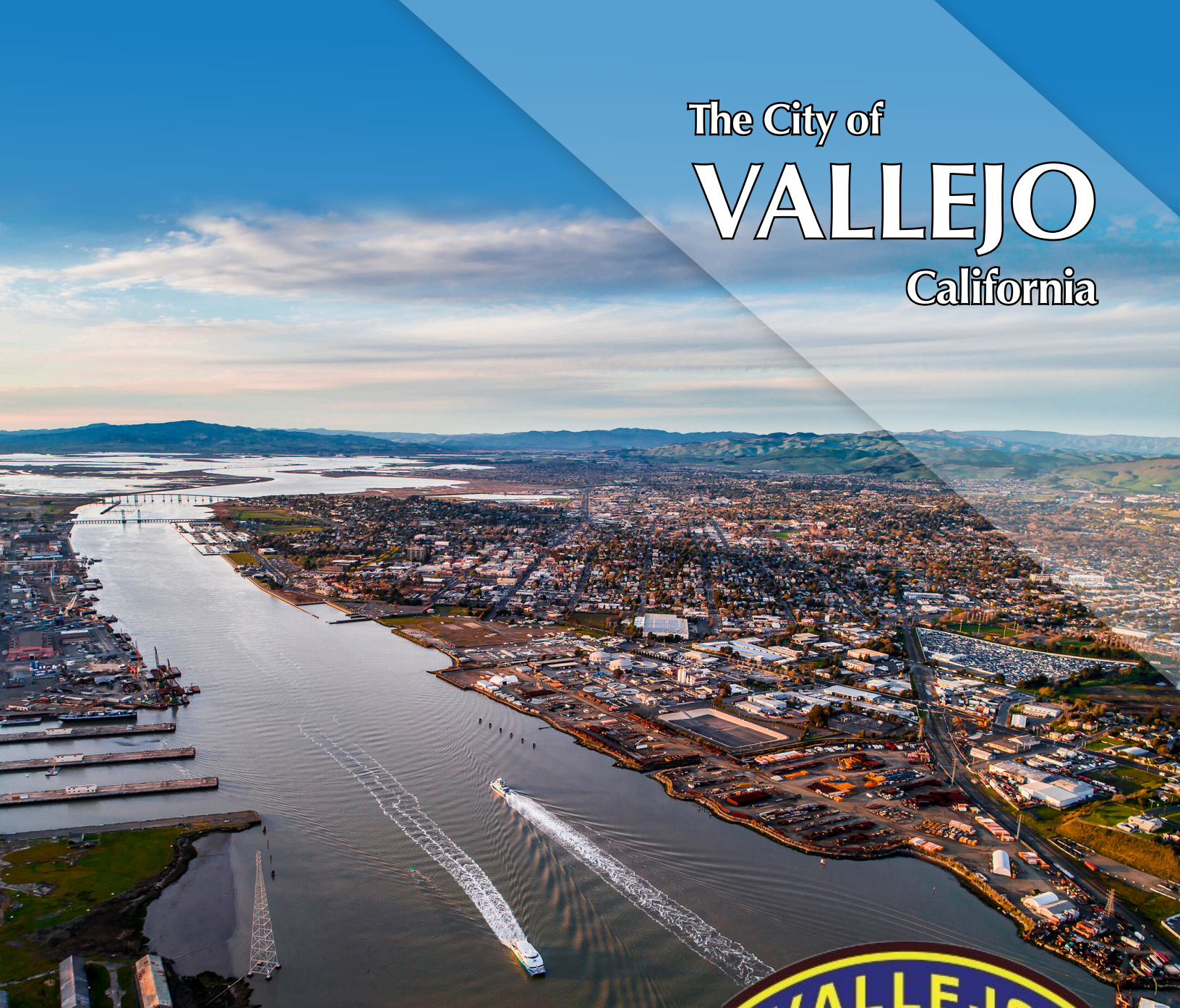


The City of
VALLEJO
California



Invites Applications for the Role of
CHIEF OF POLICE



RECRUITING SERVICES PROVIDED BY **BH**
Bob Hall & Associates

THE COMMUNITY

The City of Vallejo is located in Solano County and has a population of approximately 125,000 residents. Vallejo is a vibrant and highly diverse community located midway between the cities of Sacramento and San Francisco. It is a friendly, active waterfront community that attracts innovative, hardworking people and takes great pride in its 148- year history and maritime heritage.

With a mild year-round climate and easy access to various recreational opportunities, residents of Vallejo are situated to take advantage of the best of what the area has to offer. Golf, museums, performing arts, boutique shopping, brewpubs and a wide selection of restaurants are available in Vallejo. Residents and visitors alike enjoy Vallejo's delightful historical downtown area, weekly downtown farmer's market, and beautifully restored Victorian homes and business fronts. Vallejo is also home to Six Flags Discovery Kingdom, one of America's only combination wildlife, oceanarium and theme parks. Vallejo's Main Street Designation in 2000 and two historic districts are a reflection of the City's pride in and emphasis on maintaining the character and heritage of Vallejo.



Vallejo is in close proximity to the major employment and tourist areas in the region, approximately nine miles from Napa, 32 miles from San Francisco, 22 miles from Oakland and 47 miles from Sacramento. It is well connected to these areas via I-80 and I-780, as well as Highways 37 and 29. In addition to being close to four major highways, Vallejo is also serviced directly by Union Pacific Railroad and is convenient to the regional ports of Oakland, San Francisco and Richmond. Ferry service is available to San Francisco and air travel is available through San Francisco, Oakland, and Sacramento International Airports.

Vallejo City Hall is set in a beautiful bay-front park with the ferry terminal service located nearby. The City has a formal downtown waterfront developmental plan, which will ultimately transform Vallejo's waterfront area into a transportation-oriented mixed-use area of shops, restaurants, offices, residential and open space. Vallejo offers its residents a unique combination of bedroom community, waterfront paradise and foothill vistas.



CITY GOVERNMENT

Vallejo is a full service, charter city with a fiscal year 24/25 total budget of \$285 million and a General Fund budget of \$138 million. The City has 671 FTEs authorized, however is currently experiencing many vacancies. Staff members are employed in the following areas: Administration (Finance, Human Resources, Information Technology), Operations (Police, Fire, Public Works, Water Utilities), Community and Economic Development, City Manager's Office and City Attorney's Office. The City Council is composed of six Council Members who are elected by-district and a directly elected Mayor. Council Members serve for staggered terms of four years. The Mayor is directly elected and serves for a term of four years.

The City Council has developed five key goals intended to enhance the well being of the community and make progress in the quality of life for Vallejo's residents. By focusing on the key areas of public safety, housing and homelessness, economic development, youth, and broadband the City Council aims at creating a better Vallejo.



DUTIES

As Chief of Police, you will: Analyze service demands and develop comprehensive plans for department operations; Develop and implement municipal law enforcement policies and procedures using modern police management methods; Prepare and administer the budget and related grants for the Police Department; Advise and otherwise assist the City Manager in understanding and developing policies governing City responses to crime control and prevention; Select department employees; Plan staffing and organize work; Conduct or direct staff training and development; Make presentations to City Council, other governmental agencies, and a variety of civic organizations.



IDEAL CANDIDATE

The ideal candidate for the Vallejo Police Chief is trustworthy, compassionate, engaging, and effective. They have a proven track record of implementing effective crime prevention, crime suppression, and quality of life programs in an ethnically and socio-economically diverse community. They also have a deep expertise in and commitment to implementing compassionate 21st century policing. The ideal candidate will have extensive experience attracting and retaining quality staff, developing staff, teambuilding, creating a fulfilling employment experience, and developing an effective and growth mindset organizational culture. The ideal candidate will have strong leadership skills, which include strong visioning, strategic planning, analytical, organizational, communication, interpersonal, and engagement skills. They must be able to genuinely and effectively engage and partner with the community, advisory bodies, other policing and oversight agencies, and other City departments. Empathy, sensitivity, and respect toward community members is crucial, as is transparency and the ability to continuously improve and identify and acknowledge areas for improvement. Particularly sensitivity to ethnic, socioeconomic, and mental health issues rounds out the ideal candidate's profile.

CORE VALUES:

- Upholds the highest ethical standards through ethical leadership, fostering an environment of integrity and trust within the department and the community.
- Committed to holding themselves and their staff accountable, ensuring transparency, responsibility, and respect in all actions and decisions.
- Advocates for and actively promotes diversity within the department to create a workforce that reflects the community it serves.

BEST PRACTICES IN POLICING:

- Demonstrated history of implementing and maintaining contemporary best practices in policing, ensuring that the department operates with the highest standards of safety, effectiveness, and professionalism.
- Proven ability in developing and executing strategic plans that address both immediate needs and long-term goals of the community and the police department.

COMMUNITY ENGAGEMENT:

- Dedicated to earning and maintaining the trust of the community through consistent, respectful, and compassionate interactions.
- Strong proponent of transparency and continuous improvement, striving to improve policing practices and policies in line with community expectations and standards.
- Actively engages with community members and organizations, building partnerships that foster mutual respect and collaboration with a commitment to Community Oriented Policing.



EDUCATION/EXPERIENCE

- Any combination of education and or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance.
- Example combinations include possession of a bachelor's degree in administration of justice, sociology, psychology, public administration or related field and eight years of progressively responsible supervisory and management experience in a law enforcement agency which includes experience in all major phases of crime prevention, law enforcement, and police department administration.
- A master's degree in a related field is preferred. Additional experience may be substituted for education on a year-for-year basis.

CERTIFICATIONS

- Possession of or ability to obtain a Class C California driver's license and a satisfactory driving record.
- Possession of a P.O.S.T. Management Certificate.
- Possession of an advanced Red Cross First Aid Certificate.
- Receive satisfactory results from a background investigation, physical and psychological examination, drug screening and administrative screening which meet the established qualification standards.



COMPENSATION AND BENEFITS

\$230,942 - \$280,711

The City of Vallejo offers a competitive compensation and benefits program. The salary for this position is up to \$280,711.60 pending City Council approval. DOQ. The current benefits include:

Retirement: The city participates in CalPERS with a 3% at 50 formula for Classic Employees, with an employee contribution of 9%, and full benefits through Social Security for Classic Employees at 7.65% of salary. For employees covered under PEPPA, the retirement formula is 2% at 57. City pays the employer share with an employee contribution of 13.75%.

Health Benefits: The City participates in the CalPERS Health Benefits Program. The City pays \$300 and the difference between \$300 and maximum of 75% of the Kaiser Region 1 rate is paid through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan. Employee pays the difference between the City contribution and full premium for the plan selected. City pays premium for Dental and Vision.

Social Security: The City participates in Social Security and pays the employer share of the contribution.

Life Insurance: 2x Annual Salary to \$250k after 31 days.

Deferred Compensation Plans: The City offers a voluntary 457 Plan, as well as a 401A Plan currently with a 1% match.

Holidays: 12 paid holidays annually accrued upon hire.

Vacation: 10 working days (0-3 service years); 15 working days (3-9 service years); 20 working days (9-15 service years); and 25 working days (15 plus service years). May carry up to three-year balance.

Sick Leave: Employees accrue at the rate of 12 hours for each full month of employment (eight hour day). **Bereavement Leave:** Up to three-days.

Administrative Leave: Employees receive 80 hours of pro-rated administrative leave per calendar year. This leave must be used within the payroll calendar year, or be forfeited. There is no cash value.



APPLICATION AND SELECTION PROCESS

First Review Date: August 9, 2024

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume to:

apply@bobhallandassociates.com.

Please contact Joe Gorton at **707-628-6846** should you have any questions regarding this position or the recruitment process.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and preemployment medical exam.

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