

CITY OF
VENTURA

**POLICE
CHIEF**



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

THE COMMUNITY

The beautiful coastal community of Ventura is considered one of the most desirable places to live, offering miles of beaches and ocean-front recreation. Incorporated in 1866, the City has a rich history and is home to Mission Basilica San Buenaventura, the ninth of the California missions.

Encompassing diverse art, architecture and cultural heritage, Ventura is known for its friendly people and phenomenal climate.

Surfers' Point and historic Downtown (with shopping, music, and nightlife) are just a few of Ventura's gems. For seaside fun, the Ventura Harbor offers more shops, restaurants, and family-friendly fun.

Outdoor activities abound with biking, hiking, kayaking, sailing, surfing, and more. More than a surf town, the City has an expansive, 800 acres of open, green space, a state-of-the-art aquatic center, an impressive 32 parks, and over 6,800 acres of agricultural land providing a variety of local crops such as strawberries, raspberries, lemons, and celery. The Ventura Botanical Gardens is a 107-acre world-class site with spectacular views of the California coastline. Ventura has a charming, small-town feel, along with a mix of more than 12,000 businesses and a City government committed to economic vitality. It's not a surprise that companies like Patagonia, The Trade Desk, and XponentialWorks, are headquartered in the City.

To learn more about Ventura, visit: www.visitventura.com.

THE CITY

The City of Ventura is a business-friendly community with a refreshing mix of sophisticated urban destinations and small-town escapes. Ventura is a Charter City operating with a Council/City Manager form of government. There are seven Councilmembers, each elected by Districts. The Mayor serves a term of two years and has the responsibility to act as the City Council's ceremonial representative at public events and functions. Council members serve staggered four-year terms. The City Council appoints the City Manager and the City Attorney.

The City also has legislative bodies consisting of boards, commissions, and committees that call upon its residents to participate meaningfully in decisions that affect them. Residents may apply to serve on a volunteer board, commission, or committee that assists and advises the City Council on various programs and projects.

The City of Ventura is a full-service municipality with fire, police, and utilities, serving 110,000 residents. Over 700 full-time employees, in 11 departments, focus on delivering key services to businesses, residents and visitors to ensure the City remains a fiscally stable, safe, and vibrant community. The City is currently updating its General Plan to establish long-term growth and maintain the wonderful and unique character of

Ventura. The General Plan articulates a shared vision for the future and a set of goals, policies, and concrete actions that can be pursued. Ventura has a general fund operating budget of \$149,335,309 for FY 2025, and the total adopted operating and capital improvement budget is \$531,038,279 Million.



THE DEPARTMENT

The Ventura Police Department is comprised of over 250 sworn, professional staff, and volunteers that work tirelessly towards their mission, *"to protect, serve, and problem solve with our community. We are great people, providing exceptional service, and we value excellence, integrity, professionalism, respect, and transparency."* The Department accomplishes this by investing in their team and building strong community partnerships through community events, neighborhood meetings, and day-to-day activities. The Ventura Police Department stays committed to the community by maintaining trust through transparency and an unwavering commitment to excellence.

The Ventura Police Department is comprised of two divisions: Field Operations and Administration Operations.

- The majority of staffing is dedicated to patrol operations. Many special assignment teams, such as the Patrol Task Force dedicated to homeless outreach, the K9 Unit, and Traffic Unit, as well as the calming voices of Dispatch, work within the Field Operations Division.
- The Administration Operations includes all Investigations units, Crime Analysis, School Resource Officers, Records, and Professional Standards and Training.

Each of the members in these divisions proudly serves the City and strives to perform their best every day, treating each resident equally with respect, empathy and dignity. Please take a moment to learn more about community engagement, Community Crime Map, District Commanders, and the goals established in our 2020-2024 [Strategic Plan](#).

THE POSITION

The Police Chief assumes full management responsibility for all department services and activities, including law enforcement, crime prevention and crime suppression programs as well as recommending and administering policies and procedures. Primary duties include coordinating assigned activities with other departments and outside agencies while providing highly responsible and complex administrative support to the City Manager and City Council. The

Chief will remain up to date on principles and practices of organization, administration, personnel management, and labor relations. Knowledge of recent court decisions and how they affect department operations is required. Duties include but are not limited to the following:

- Planning, directing, and coordinating, through subordinate level staff, the Police Department's workplan; assigning projects and programmatic areas of responsibility; reviewing and evaluating work methods and procedures; meeting with key staff to identify and resolve problems.
- Assessing and monitoring workload, administrative and support systems, and internal reporting relationships; identifying opportunities for improvement; directing and implementing changes.
- Directing and assisting with investigation of major crimes, accidents, or other unusual incidents.
- Selecting, training, motivating, and evaluating assigned personnel; providing or coordinating staff training and career development; working with employees to correct deficiencies; implementing discipline and termination procedures.
- Overseeing and participating in the development and administration of the department budget; approving the forecast of funds needed for staffing, equipment, materials and supplies; approving expenditures and implementing budgetary adjustments as appropriate and necessary.
- Explaining, justifying, and defending department programs, policies and activities; negotiating and resolving sensitive and controversial issues.
- Representing the Police Department and maintaining a positive working relationship with other departments, elected officials, media, outside agencies, community groups, and employee unions.
- Presenting on relative public safety topics to community groups, committees, commissions, and the City Council.
- Providing staff assistance to the City Manager; participating on a variety of boards, commissions, and committees; preparing and presenting staff reports and other necessary correspondence.
- Serving as a resource for law enforcement personnel, City staff, and other organizations; coordinating information, resources, and work teams necessary to support a positive, productive, and harmonious work environment.
- Attending and participating in professional group meetings; staying abreast of new trends and innovations in the field of law enforcement.
- Responding to and resolving difficult and sensitive citizen inquiries and complaints.



THE IDEAL CANDIDATE

The City of Ventura is seeking an authentic and skilled leader to serve as its next Police Chief. The ideal candidate will be experienced, competent, and humble. He or she will be someone who encourages transparency, embraces diversity, and believes strongly in community-oriented policing. The City is looking for a leader who will serve not only as an administrator but also as a mentor to staff and a champion for the community. The successful candidate will be a skilled professional with experience working in a large department and a history of successful interaction with diverse communities. He or she will be a highly responsive and excellent communicator with strong interpersonal and relationship-building skills and a commitment to continually working with residents and businesses to understand the needs of the community. A Police Chief who is creative, open to new ideas, and capable of establishing and fulfilling the goals and objectives of the Department while operating independently and implementing the City's overall vision, is sought.

The Chief should serve as an example to the staff, setting a high standard of performance, ethics, and integrity. He or she must be able to earn the trust of staff and hold staff accountable while treating employees with dignity and respect. The incoming Chief will be an honest, consistent, firm but fair decision-maker with the willingness and courage to make tough decisions when necessary and stand up for the needs of the Department. The new Chief should be one who seeks out and provides opportunities for sworn and civilian staff to grow professionally. The successful candidate will have extensive knowledge of the principles and practices of state-of-the-art methods of police administration, organization, and operation. Any combination of experience and training that would likely provide the required



knowledge, skills, and abilities necessary to successfully perform the essential duties of the position is considered qualifying. A typical way to meet this requirement would include: a Bachelor's degree from an accredited college or university in the areas of criminal justice, police science, public administration, or a related field, as well as possession of an active California Basic Police Officer Standards and Training (P.O.S.T.) certification or the ability to obtain active certification, with the ability to obtain POST Management certificate within two (2) years of appointment; a Master's degree is highly desirable; and a minimum of one (1) year of experience at the Rank of Chief of Police or Assistant/Deputy Chief or equivalent position. Candidates must demonstrate a stable employment history and possession of, or ability to obtain and maintain a valid California Class C driver's license.

COMPENSATION

The annual salary range for the Police Chief is \$227,234.80 - \$304,497.44; placement is dependent on experience and qualifications. A 3% COLA increase will be implemented in July of 2025. The City also offers an excellent benefits package including:

Medical Coverage - Blue Shield HMO, Blue Shield PPO, and Kaiser HMO options. (The City will contribute up to \$1,434 (family coverage) toward medical premiums.)

Dental Coverage - Delta DPO or DeltaCare DMO options. (City paid benefit.)

Vision Care - VSP (City paid benefit)

Retirement - CalPERS:

Tier I - 3% at 50; single highest year of compensation (Classic CalPERS members first employed by the City of Ventura and established CalPERS membership prior to 7/23/11).

Tier II - 3% at 55, single highest year of compensation (Classic CalPERS members who do not meet the Tier I definition).

Tier III - 2.7% at 57; three-year final compensation period (CalPERS New Members).

Medicare - employees participate only in the Medicare portion of Social Security. There is a 1.45% payroll deduction for this benefit. The City does not participate in Social Security.

Vacation - 160.08 hours accrued per year. Max accrued hours of 400.

Sick Leave - 48 hours per year. Max accrued hours of 480.

Administrative Leave - 80 hours per fiscal year. Max accrued hours of 80.

Holidays - 10 days per year plus 4 floating holidays. City Hall is closed between Christmas and New Year's Day each year.

Tuition Reimbursement - Up to \$2,500 per fiscal year.

Cell Phone Allowance - City-issued cell phone or \$20/month reimbursement.

Car Allowance - \$380.00 Monthly or use of a City vehicle.

Other Benefits - Deferred Compensation, Short- and Long-Term Disability, Life Insurance, Employee Assistance Program, Retirement Health Savings Plan.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:

December 15, 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 Ventura. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call Mr. Jon Lewis at:

(916) 784-9080

