

CITY OF TURLOCK, CALIFORNIA

# Police Chief





## THE COMMUNITY

Located in the heart of California's Central Valley, the City of Turlock has grown to reach a population of 73,631 based on the US Census Bureau's latest population records. Although Turlock is the second largest city in Stanislaus County, it continues to maintain a small-town atmosphere and friendly attitude, but with the conveniences and opportunities of a larger city. Turlock provides an unusual opportunity to combine a quality learning environment with relaxed rural living.

The backbone of the City's economy is agriculture, being located in the third richest agricultural county in the country. Turlock has become economically sound, agriculturally elite, and continues to seek growth and development that complements the city's business and industry and the needs of its residents. Cultural art experiences, sports activities, twenty-four parks, a full range of medical facilities, and the attractiveness of the nearby Mother Lode, San Francisco Bay area, and the Sierra Nevada's add to the pleasure of living in Turlock. Ideal weather, excellent facilities, and Turlock's central location make it a perfect place for one to live.

Home of the Stanislaus County Fairgrounds, CSU Stanislaus, and the Carnegie Arts Center, the community of Turlock hosts numerous special events, from cultural events to CSUS athletic events and the annual Stanislaus County Fair, providing something for just about everyone. Turlock also offers several shopping areas. From Monte Vista Crossings to the several diverse shopping centers on Geer Road and a newly renovated and revitalized downtown retail district, one is sure to find something for everyone on their shopping list.

## CITY GOVERNMENT

Incorporated in February 1908, Turlock is a General Law City with a Council-Manager form of government. Turlock's five-member City Council includes a Mayor (elected at-large) and four Council Members (elected by district), all serving four-year terms, without limit. Council Members also choose from among their number a Vice Mayor, who serves a one-year term. The Council appoints a City Manager, who provides direction to all departments and supports the policy directives of the City Council. The Council also appoints a City Attorney, and the City Treasurer is elected.

## THE DEPARTMENT

The Turlock Police Department is composed of two divisions, Field Operations and Special Operations with 79 sworn police officers and 32 non-sworn full-time civilian employees. The combined General Fund expense budgets for the Police Department totals \$22,086,687 in Fiscal Year 2021-22. The City of Turlock is 16.88 square miles, which is divided up into five beats to better serve our community.

## OPPORTUNITIES

- The previous six years, the City has dealt with financial budget constraints having to cut operational costs. The upcoming FY 21/22, the City is forecasting a balanced budget and the building of our reserves.
- The passage of Measure A, a .75% sales tax was passed in November of 2020 with an effective date of April 1, 2021, with a projected revenue of over \$11 million to the General Fund in FY 21/22.
- The City has experienced a new source of revenue derived from Cannabis dispensaries which opened for business during FY 20/21. The projected revenue once all Cannabis dispensaries are up and running is projected at approximately \$2 million annually.
- Stanislaus County passed Measure L in November 2016, which equates to a .50% sales tax effective April 1, 2017, for a total period of 25 years to improve our local streets and roads.
- The U.S. Department of Treasury allocated funds in the amount of \$15,753,190 to the City of Turlock as a result of the passage of the American Rescue Plan Act on March 11, 2021. On July 15, 2021, the City received the first half of funds in the amount of \$7,867,595 with the second half to be

**VISION:** Leading the way through excellence

**MISSION AND VALUES STATEMENT:** As police professionals, we commit ourselves to public service and public safety. As dedicated public servants we strive for the continual pursuit of justice; for fair and equal application of the law; to treat all persons with dignity and respect; and conduct ourselves in accordance with the Law Enforcement Code of Ethics for innovative and effective management of our resources; and to create and maintain an atmosphere that encourages community participation and input which develops lasting partnerships and relationships.

To learn more about the City of Turlock Police Department, visit: <https://ci.turlock.ca.us/policedepartment>



received in one year. The funding will give the City the ability to respond to the COVID-19 public health emergency based on the U.S. Department of Treasury's Interim Final Rule dated May 17, 2021, which provides guidelines and eligibility of funds.

## THE POSITION

Under administrative direction of the City Manager, the Police Chief plans, directs and reviews the activities of the Police Department; provides for full service law enforcement, crime prevention, dispatch services, community education, animal control, and code enforcement; responsible for budget and program direction; provides direction to assure compliance with federal, state, and local regulations. The Police Chief provides leadership and direction to meet City goals and coordinate with other service areas, agencies, boards, commissions and the public. In addition, the Police Chief may act as City Manager in his/her absence and perform other job related work as required. The Police Chief serves as an active and contributing member of the City's Executive Leadership Team. The next Police Chief will inherit diverse, extremely talented, and committed employees eager to assist the Police Chief in making Turlock the ideal place to live and do business again.

## THE IDEAL CANDIDATE

The ideal candidate for the next Police Chief must understand the challenges of policing a smaller community that experiences the same complex issues faced by larger, urban departments. A history of building partnerships between a department and community to address crime and quality of life challenges is expected. The successful candidate will be a multi-tasker who possesses strong budgeting and administrative skills. The next Chief must be actively engaged and participatory at all levels of the Department. The ideal candidate will be open-minded and progressive with organizational management savvy in order to assess the current organization and provide the direction and tools to move the Department forward. The Chief must embrace the philosophy of respect, collaboration, and a high degree of integrity.

## KEY COMPETENCIES AND CHARACTERISTICS

The new Police Chief must make every effort to ensure that primary police operations including public safety dispatch, police officer's response to priority calls for service, investigation of serious criminal acts, and traffic safety, are maintained at the highest levels possible, consistent with the City Council's vision of an enhanced quality of life balanced with budgetary limitations. Additional desirable attributes and characteristics for the new Police Chief include the following:

- The ability to create an environment of trust and respect - a person of humility
- Committed to Policy, Procedure, and Training
- Previous experience in a multi-cultural environment; experience with issues relating to homelessness
- Exceptional leadership and people skills - able to work with and establish relationships with the City's numerous stakeholders including the executive team, elected officials, and business owners
- Exemplifies community policing - sets the tone and direction for the Department on working with the public and other stakeholders; understands the appropriate role of community relations
- Outstanding communication skills - open, honest, listens well, is receptive, and communicates clearly
- Comfortable in a public-facing role - participates as appropriate in community activities while knowing the appropriate times to serve in a support function
- Demonstrates deep care and commitment to the community and its people
- Willing to make a professional and personal commitment to the City of Turlock; seeks a long-term partnership with the City as Chief

## EDUCATION:

- Possession of a Bachelor's degree from an accredited college or university with significant course work in the areas of Criminal Justice, Administration of Justice, Law Enforcement, Criminology, Police Science, Public Administration, or a related field.





## EXPERIENCE:

- Five (5) years of increasingly responsible professional command level management experience with a public law enforcement agency, with at least three (3) of those years performing administrative and supervisory oversight at Lieutenant level or higher, or any experience that would have provided the opportunity to develop the required skills, knowledge, and abilities.

## LICENSE AND/OR CERTIFICATE:

- Possession of a valid California Driver's License in the category necessary to perform essential duties of the position may be required as the time of appointment. Maintenance of a valid California Driver's License and proof of automobile liability insurance is a condition of continued employment.
- Possession of California Peace Officer's Standards and Training Advanced and Management Certificates.
- Graduate of the F.B.I. National Academy is desirable.

## SALARY AND BENEFITS

The monthly salary range for this position is **\$12,901 - \$15,682**, with salary at appointment dependent upon qualifications and experience of the selected candidate. The City also offers an attractive benefits package that includes:

**Retirement** – Qualified candidates who are currently a CalPERS member or have been a CalPERS member within the last six (6) months or are subject to reciprocity with another eligible retirement plan, may be a "classic member" and may be enrolled in the City's 3% @ 50 plan. Employee pays employee contribution rate of 9% on a pre-tax basis. Non-classic or "new members" will receive the applicable provisions and retirement formulas associated with the Public Employees' Pension Reform Act of 2013.

**Benefits Package** – The City offers a health, prescription, vision, and dental plan for City employees and their dependents. Employees currently contribute \$0 per month towards this benefit.

**Life insurance** – Life insurance is provided in the amount of 1 ½ times the employee's annual salary, plus \$5,000, not to exceed \$500,000.

**Holidays** – The City offers 11 paid holidays and 2 floating holidays.

**Vacation** – Vacation is accrued at 10 hours per month and increases with years of service.

**Sick Leave** – 8 hours of sick leave is accrued for each month of service.

**Management Leave** – 80 hours of Management Leave will be provided per fiscal year as time or cash equivalent.

**Continuous Service Pay** – Continuous Service Pay of 1.5% at 10, 15 & 20 years for a total up to 4.5%.

**Deferred Compensation** – A 401a Deferred Compensation Program is available with an employee contribution of 8% and an employer contribution of 3 1/2% of the employee's base salary. The employee is automatically enrolled in a Retiree Health Savings (RHS) Vantage Care Plan with an employer contribution of 3% of the employee's base salary. The City also offers the opportunity to participate in a 457 Deferred Compensation Plan and/or a Roth IRA.

**Long-Term Disability** – The City provides a Long-Term Disability plan.

**Professional Development** – The City provides \$700 per fiscal year in reimbursement for continuing work-related education and personal development in addition to attendance at professional conferences and meetings.

**Auto Allowance** – The City provides auto allowance of \$200 per month.

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

**This position is open until filled.** To be considered, please submit a resume, cover letter, and six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted in the early stages of the recruitment) by the next resume review date of **Tuesday, November 30, 2021**.

Please go to our website to submit your application:  
<https://www.cpsr.us/recruitment/1840>

For further information contact:

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Candidates deemed most qualified will be referred to the City. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.