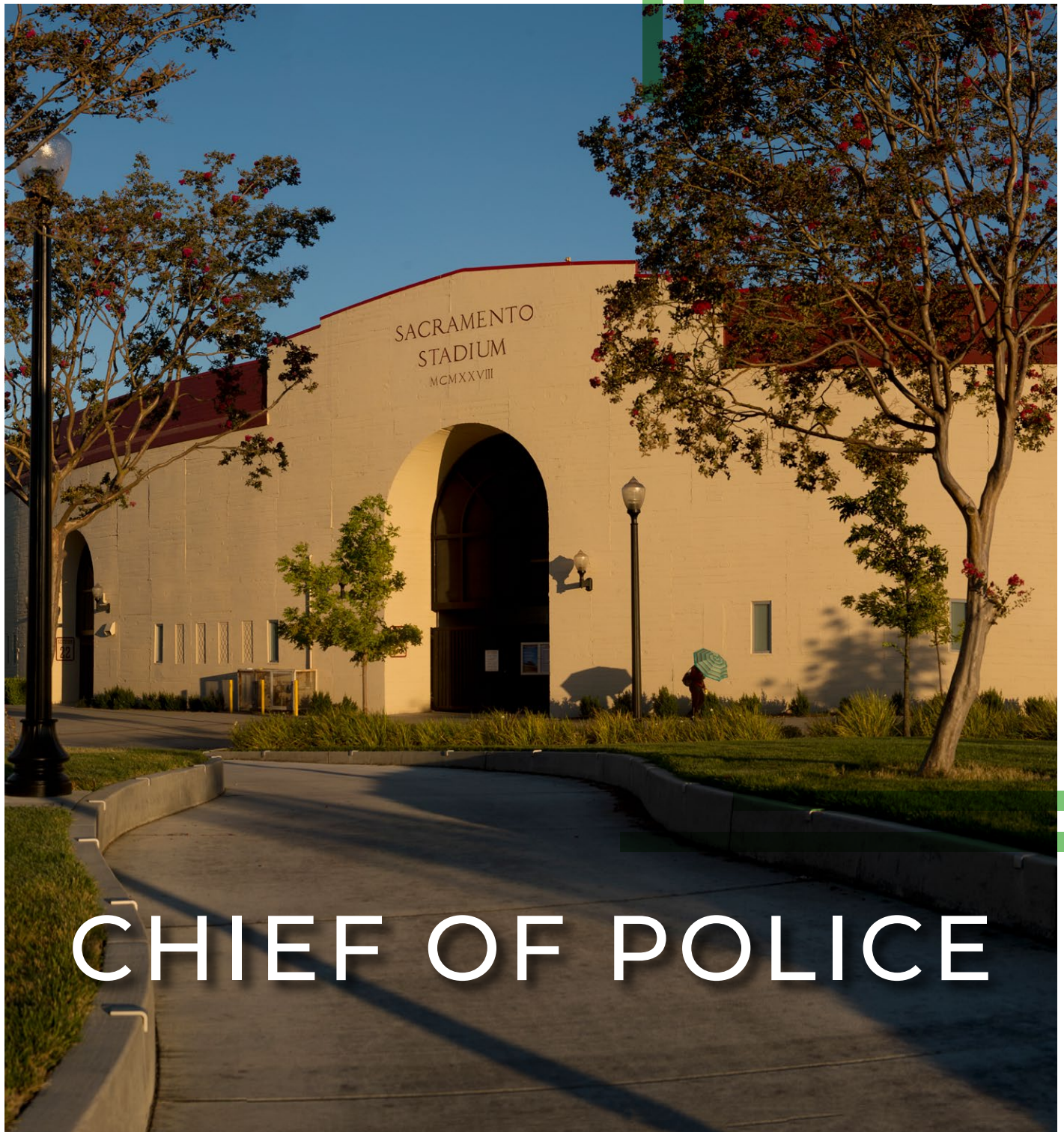
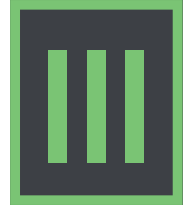


## A NATIONAL SEARCH

is underway for a new Police Chief

## Los Rios Community College District

Sacramento, CA



# CHIEF OF POLICE

SACRAMENTO, CA

# THE 01. OPPORTUNITY



**The Los Rios Community College District (LRCCD) is conducting a national search for its next Chief of Police.**

This is an exceptional opportunity for an accomplished law enforcement professional in one of California's largest community college districts.

# LOS RIOS

## COMMUNITY COLLEGE DISTRICT

**Founded in 1965, the LRCCD serves approximately 70,000 students in the Sacramento region and is the second-largest district in the California Community College system.**

Its vast service area of 2,400 square miles includes Sacramento and El Dorado Counties as well as parts of Yolo, Placer, and Solano counties.

The District is governed by an elected Board of Trustees of seven members, who serve four-year terms. The Board of Trustees includes a non-voting student trustee who is elected by students.

The LRCCD is comprised of four uniquely diverse colleges: American River College, Cosumnes River College, Folsom Lake College, and Sacramento City College. The District also offers educational centers in Placerville, Davis, West Sacramento, Elk Grove, Natomas, and Rancho Cordova. There are 13 campus locations in all. The District Office is centrally located in the heart of Sacramento Valley.



The District offers AA/AS degrees and certificates in more than 70 career fields, including specialized workforce and economic development programs for business, government, and organizations throughout the region. Students can also complete their freshman and sophomore curriculum in preparation of transfer to a four-year college or university.

The LRCCD serves a diverse student body with students who identify as White 34%, Hispanic/Latino 30%, Asian/

Pacific Islander 19.5%, African American 8.4%, and Multi-Racial and Native American 8%.

The District employs approximately 6,000 faculty and staff who strive to provide welcoming, inclusive, and equitable environments for students, employees, and community partners. Each of its departments deliver the highest quality programs and services. The LRCCD is focused on advancing the learning of its diverse student population through improved academic and social outcomes.

## LOS RIOS COMMUNITY COLLEGE DISTRICT:

# Vision

Our vision is to transform the lives of students and enhance the vitality of our region. Our mission is to provide a vibrant learning environment that empowers all students to achieve their educational and career goals.



# THE 03. CAPITAL REGION

**The growing Sacramento Valley has strong communities and emergent arts, entertainment, and dining scenes.**

The Capital Region is not only a great place to live and work; it is centrally located near some of the most celebrated tourist destinations in the country, including Lake Tahoe, Napa Valley, and the San Francisco Bay Area. The LRCCD has a significant economic impact on the region.



# 04 THE LOS RIOS VISION

**The LRCCD's colleges offer equity-minded, academically rigorous, student success-centered education.**

Its objective is to help students successfully achieve their academic goals, whether they want to transfer to a four-year college or university, earn an associate degree, or obtain one or more career field certificates.



# 05. THE POLICE DEPARTMENT

**The LRCCD Police Department's 2024 general fund budget is approximately \$9 million.**

The department is funded for 52.7 full-time equivalent staff, including 35 sworn and 15 civilian positions. Approximately 18 sworn positions are vacant as the department recovers from the pandemic. The department operates a 24-hour communications center and is also supported by up to 60 part-time civilian College Safety Officers who provide safety and security services. At full staffing, the Chief is supported by a leadership team of four Captains, four Sergeants, a Police Communications Supervisor, and an Administrative Assistant. The Police Department also oversees the District's Emergency Management program and publishes the annual Clery Report.

**The Los Rios Police Department** is dedicated to crime prevention, the protection of life and property, and the preservation of peace and order.



# 06. THE POSITION

**The Chief of Police reports to the Executive Vice Chancellor of Finance and Administration and oversees the activities and operations of the LRCCD Police Department, including safety and security services at each campus and all District locations.**

This entails preserving order, preventing crime, protecting life and property, and enforcing laws and regulations in accordance with the State of California, District policy, and regulations relating to public safety and welfare. The Chief of Police is also the District's liaison to local law enforcement and emergency service agencies.

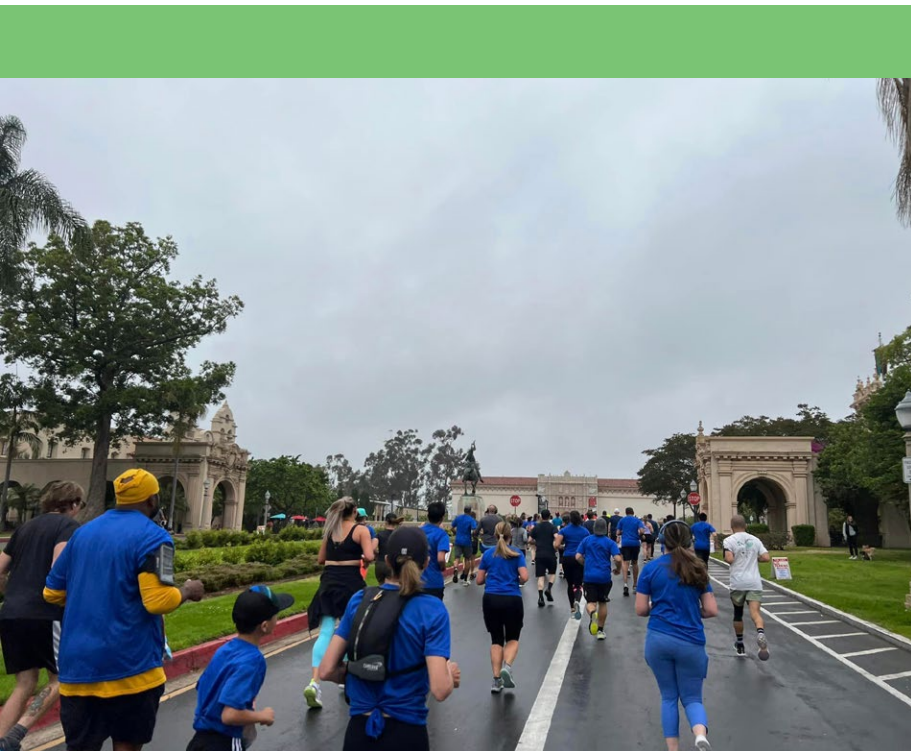
The new Chief of Police will be a visionary leader with a strong command presence as well as outstanding interpersonal and management skills. They will be compassionate, respectful, honest, ethical, and will demonstrate the highest level of integrity. The ideal candidate will be committed to community-oriented policing and responsive to the vast needs of a college community with multiple sites.



The Chief will welcome and embrace the rich diversity throughout the campus community and support the District's commitment to providing equity-minded education that is academically rigorous, and centered on student success.

This position requires substantial interaction with internal and external stakeholders. As such, the Chief will welcome the collaborative, shared governance structure of a collegiate environment and demonstrate an eagerness to partner with allied law enforcement agencies and other stakeholders.

A detailed job description can be found [here](#) or is available from Public Sector Search & Consulting, Inc. (PSSC).



# 07.

## CHALLENGES AND OPPORTUNITIES



**Like many police organizations, the LRCCD Police Department experiences challenges filling vacant police officer positions.**

To help address this, the District recently increased the compensation and benefits offered to sworn officers. This includes significantly enhancing its California Public Employees Retirement System (CalPERS) retirement benefit. Currently classified as CalPERS Miscellaneous employees, sworn staff will soon be reclassified as “Safety Members,” where they will enjoy an enhanced pension benefit. The District expects this transition will be completed by early 2024.

**Other opportunities for success include:**

- **Building Trust and Legitimacy** – With a clear understanding of the needs of each college, the new Chief has a distinct opportunity to connect with the campus communities in the entire district, including underrepresented, disadvantaged, and undocumented student groups. With patience and an open mind, the next chief will lean inward to develop meaningful relationships that will address the fears of policing that some members of the campus community have expressed.
- **Supporting Academic Achievement** – The new Chief and their staff will promote student success and well-being by supporting the role of educator, when appropriate, and championing student completion and graduation.
- **Police Advisory Group** – As this new group takes shape, the new Chief will support its mission to enhance public safety throughout the District.
- **Developing the Organization** – Subscribing to the Pillars of 21st Century Policing, the Chief will establish short- and long-term plans to fill existing vacancies with qualified personnel who will thrive in an academic environment. They will listen to employees to determine the department’s needs for quality training, personnel development, and career advancement opportunities. The Chief will strive to create a healthy workplace and aspire to establish the LRCCD Police Department as a “destination” employer.
- **Enhancing Service Delivery** – As staffing levels improve, the Chief will collaborate with stakeholders to assess the effectiveness of police service delivery in a complex and multifaceted campus environment. Opportunities may include layering services with additional civilian staff, when appropriate, and promoting on-campus mental health and crisis services.

# 08. THE IDEAL CANDIDATE

**The next Chief of Police will be a collaborative leader who is dynamic, patient, open-minded, and able to withstand the pressures of their difficult role.**

They will recognize the challenges of policing a complex and diverse academic environment and be deeply committed to 21st Century Policing. The Chief will be a patient leader who welcomes – not dismisses – different points of view.

The Chief will be forward-thinking and committed to delivering quality service that is appropriate for college campuses. They will have a track record of implementing policies that support accountability and transparency, set clear goals for the department, and will develop a comprehensive plan that emphasizes service through community policing and problem-solving.



### The most successful candidates will:

- Support the District's mission, vision, and strategic goals.
- Be a leader who is transparent, approachable, personable, genuine and of impeccable character.
- Maintain a focus on student success, service excellence, and supporting fellow staff and faculty.
- Ensure all public safety employees provide customer service that is effective and professional.
- Be accessible and communicate effectively with the public.
- Embrace diversity, equity, and inclusion; demonstrate cultural competence and collaborate with others to develop strong relationships among marginalized groups.
- Develop innovative strategies to recruit and retain exceptional employees, provide robust career development opportunities for all staff, and develop a skilled and diverse workforce that mirrors the community.
- Embrace emerging technology, welcome innovation, and adopt best practices that enhance safety and promote transparency.
- Understand complex budgets and explore innovative solutions to overcome financial challenges for the betterment of the department and District.
- Be a capable manager who is decisive, can say "no" when necessary, and can make sound operational and business decisions.



# 09. QUALIFYING CRITERIA

## Minimum Requirements (abbreviated):

- A bachelor's degree from an accredited institution in criminal justice, police science, public administration, or a related field.
- At least five years of increasingly responsible and successful full-time sworn law enforcement experience, including at least three years in a high-level sworn supervisory or management capacity.
- Satisfaction of all California POST minimum employment requirements for a sworn peace officer.
- Successful completion of a California POST background investigation, including medical and psychological examinations.
- Ability to obtain a POST Management Certificate within two years of employment.
- Sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, ethnic backgrounds, gender, and sexuality in an academic community.

## Desired Qualifications

- Experience policing in an academic environment
- A master's degree from an accredited university
- Completion of a recognized police executive program such as California's Supervisory Leadership Institute, Law Enforcement Command College, FBI National Academy, PERF's Senior Management Institute for Police, or Naval Post-graduate School
- Advanced training and certification in Emergency Management
- Experience and/or advanced training and certification in Title IX and the Clery Act.



## 10. COMPENSATION & BENEFITS

The District will offer the next Chief an exceptional compensation and benefits package. The salary range for this position is \$211,231 to \$262,336. Placement is dependent on experience and qualifications.

The LRCCD offers an outstanding benefits package that includes medical, dental, vision, CalPERS retirement, and generous leave and time off opportunities. Details of LRCCD's Management Employee Benefits can be found [here](#).



# 11. NOMINATION AND APPLICATION PROCEDURES



## TO APPLY

Public Sector Search & Consulting, Inc. is assisting the LRCCD with this recruitment. Those interested in the position are encouraged to contact the Project Manager (see below) before submitting their application.

Applicants are required to complete and submit the following:

1. LRCCD Administrative Application.  
Access this [here](#). Complete the application and supplemental questions.
2. Letter of Interest (Cover Letter)
3. Resume

Applications will be accepted through November 12, 2023. Applications that are incomplete or have been submitted without the required documents will be disqualified.

Persons who need assistance may contact Human Resources at (916) 568-3112 or [hr@losrios.edu](mailto:hr@losrios.edu).

## APPLY WITH CONFIDENCE

Confidential inquiries are welcomed and should be directed to the Project Manager:

### Public Sector Search & Consulting, Inc.

#### Mr. Mark Helms (Chief of Police, Ret.)

Telephone: (209) 639-4077

Email: [mark@publicsectorsearch.com](mailto:mark@publicsectorsearch.com)

#### Mr. Gary Peterson, President/CEO (Chief of Police, Ret.)

Telephone: (916) 622-5323

Email: [gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

The most highly qualified candidates may be invited to participate in video interviews with the Search Committee and stakeholder groups. When identified, finalists will be invited to participate in on-campus interview activities. Additional selection exercises may follow. The District expects the new Chief will begin work by mid-March 2023, or a mutually agreed upon date.

Employment is contingent on the successful completion of a thorough POST pre-employment background investigation, including psychological screening and other District requirements.



# Raising the bar for Public Sector Search

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SEARCH & CONSULTING