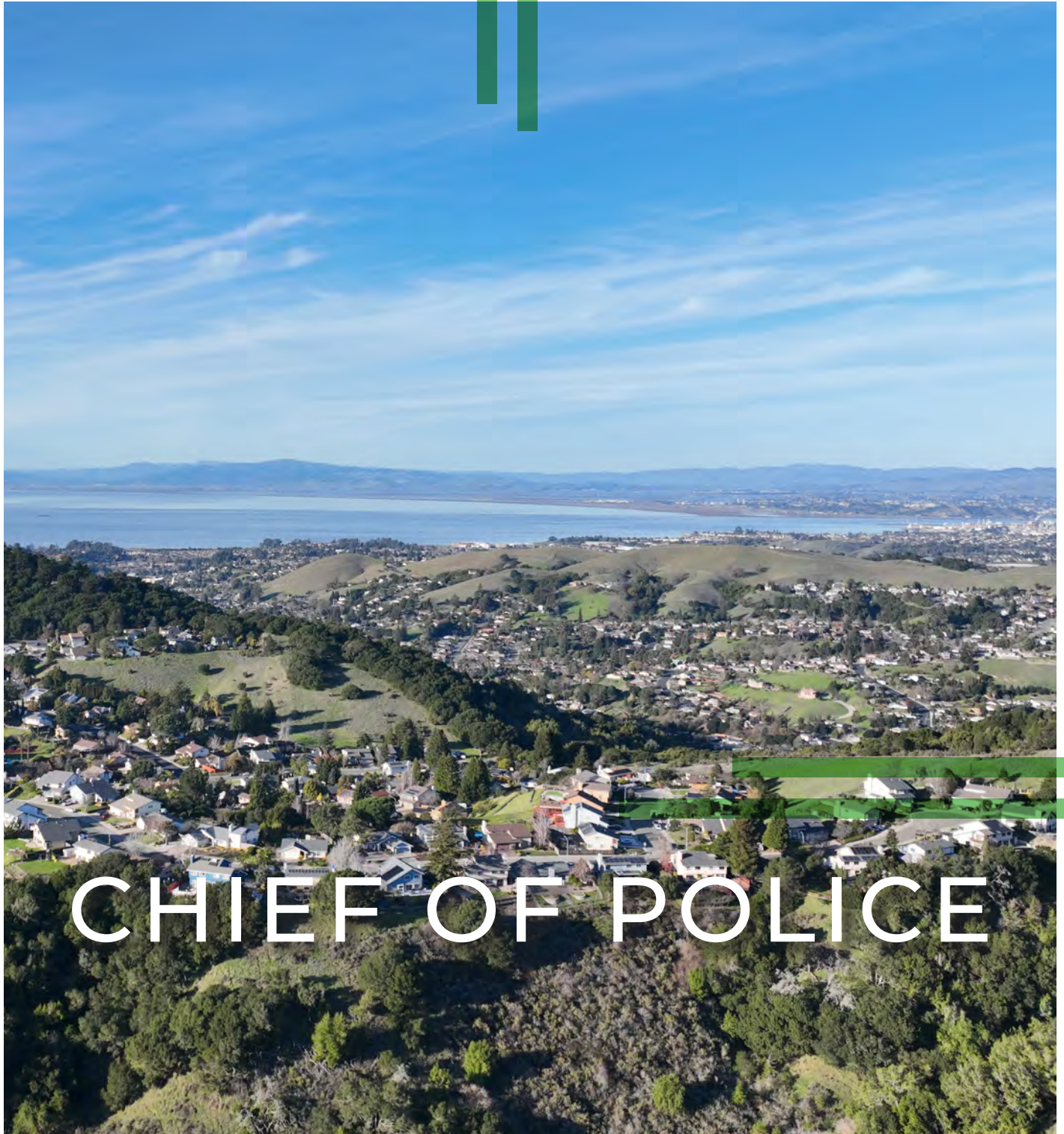
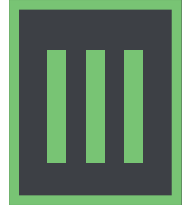


A NATIONAL SEARCH

is continuing for the next Chief of
Police

Pinole, CA



CHIEF OF POLICE

PINOLE, CA

01.

THE OPPORTUNITY



**The City of Pinole is searching
for a new Chief of Police.**

This is an exceptional opportunity to lead a nationally recognized police organization in the San Francisco Bay Area.

02.

THE CITY

The City of Pinole is a beautiful, residential community of 18,628 residents located in Western Contra Costa County on the shores of San Pablo Bay.

Pinole is situated along Interstate 80, which provides easy access to major metropolitan areas like San Francisco and Oakland and the amenities you would expect in a major city (sporting events, arts, museums, and beaches) and a short distance in the other direction to picturesque vineyards of Napa and Sonoma Counties. Pinole is a highly desirable place with affordable housing, top schools, and family-friendly recreational activities.

Incorporated in 1903, Pinole is a full-service general law city that operates under a Council-Manager form of government. The City Council consists of five members who are elected at large and serve staggered four-year terms. The Council selects the Mayor annually. The City Council also hires the City Manager, City Attorney, and City Clerk. The City Manager appoints all City department heads, including the Police Chief and Directors of Finance, Human Resources, Public Works, Community Development, and Community Services. The City of Pinole employs more than 115 full-time equivalent employees and has a FY24/25 all-funds budget of more than \$49.7 million, including a general fund of \$28.2 million. Pinole is a city that celebrates diversity and is California's sixth most diverse city. With a population that is 30.2 percent white, 26.6 percent Hispanic, 25 percent Asian, 11.5 percent Black/African American, and 6.7 percent mixed/other races, it offers a rich cultural tapestry for its residents.

New City Manager

Pinole has recently hired Kelcey Young as the new City Manager. She has experience in Texas, Oregon, and California and is excited to find a forward thinking, compassionate police chief with whom she can partner to further strengthen Pinole's Police Department.





MISSION STATEMENT

The Pinole Police Department is committed to ensuring a safe community by providing exemplary law enforcement service while engaging citizens with honor, integrity, professionalism, and respect.

03. THE POLICE DEPARTMENT

The Pinole Police Department (PPD) embraces a proactive approach to community engagement and neighborhood policing. It has implemented successful strategies to reduce crime and improve quality of life using data-driven deployment practices and embracing strong community partnerships.

PPD is nationally recognized for its commitment to employee wellness and its members enjoy a positive work culture and strong morale. It aggressively strives to hire people of character who possess skills and attributes that align with the Department's mission and a commitment to community engagement.

With a FY24/25 budget of \$13.2 million, PPD currently has 48 full-time employees, including 29 sworn officers and 19 non-sworn professional staff. The command staff consists of the Chief of Police and two Police Commanders who report directly to the Chief.

The Department's structure includes two Bureaus, each managed by a Commander. The Operations Bureau consists of Patrol and Investigations, while the Support Services Bureau oversees Community Outreach, Records, Communications, Property & Evidence, and volunteer functions. The Support Services Bureau staff includes 12 Dispatchers assigned to the West Bay Communications Center, a regional partnership that provides communications and dispatch services for the cities of Pinole, Hercules, and San Pablo.



04. THE POSITION

The Police Chief plans, organizes, and provides administrative direction and oversight for comprehensive police services, security, and law enforcement programs; provides expert professional assistance to City management staff in areas of expertise; fosters cooperative working relationships with intergovernmental and regulatory agencies and various public and private groups; and performs related work as assigned.

The Chief oversees and directs all police activities for the City and surrounding areas in certain mutual aid circumstances. Responsibilities include strategic resource planning, coordinating the department's activities with those of other local departments, and ensuring that services and development plans are of the highest quality.

The Chief is accountable for accomplishing departmental planning and operational goals and objectives and for furthering City goals and objectives within general policy guidelines. This position provides for a high degree of administrative discretion in their execution.

05.

CHALLENGES AND OPPORTUNITIES

Like other communities, Pinole is experiencing reduced revenue and greater expenses. The new Police Chief will be challenged to maintain high-quality service delivery with fewer financial resources.

While the Police Department has not experienced recruiting and retention difficulties, it is continually striving to employ a diverse workforce that mirrors the community. Minority employees represent approximately 35% of the Department's current workforce, while 22% are women. The new Police Chief will continue the department's practice of recruiting candidates who fit the community well, while embracing the values of a diverse and culturally competent workforce.



06.

THE IDEAL CANDIDATE

The ideal candidate will embody a unique blend of compassionate leadership, strategic acumen, and community focus. This individual will lead with their heart and display an unwavering commitment to empathy and understanding in all interactions. The Chief will be a leader who grasps the nuances of management concepts and applies them effectively to foster a cohesive and motivated organization.

Ideal candidates will possess these key attributes and skills:

- **Compassionate and Empathetic Leadership** - Leading with compassion, empathy and equity to prioritize the well-being of both the officers under their command and the diverse community they serve. Their approach is rooted in genuine care, ensuring every decision is made with the human element in mind.
- **Effective Communicator** - A leader who excels in both verbal and written communication, ensuring clear, transparent, and consistent messaging within the department and to the community. They actively listen and foster an environment where feedback is valued and acted upon.
- **Community-Oriented** - With a deep commitment to community engagement, the ideal candidate understands the importance of building and maintaining strong community relationships and increasing and strengthening equity.



- **Organizational Wellness Advocate** A strong proponent of organizational wellness, the new Chief will be dedicated to sustaining wellness strategies that support the mental and physical health of the department's personnel and welcoming innovation to enhance those strategies. They recognize that a healthy workforce is essential for effective policing and longevity.
- **Transparent and Trustworthy** Transparency is a cornerstone of leadership. The ideal candidate is open and communicative about their decision-making processes and ensures that both the department and the community are routinely informed about critical issues and developments.
- **Innovative and Technologically Savvy** The ideal candidate is forward-thinking and proactive, embracing new and emerging policing trends and technologies. They leverage modern tools and techniques to enhance the effectiveness of the police force, ensuring that Pinole remains at the forefront of innovative policing.
- **Financially Astute** With a strong understanding of budget formulation and financial sustainability, this leader ensures that the department operates efficiently and within its means. They are skilled in identifying and implementing cost-saving measures without compromising the quality of service.
- **Apolitical, Yet Politically Astute** While remaining apolitical, the candidate possesses political astuteness, understanding the intricacies of navigating political landscapes to achieve departmental and community goals effectively.



07.

QUALIFICATIONS

Any combination of education and/or experience that has provided the knowledge and skills necessary for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge and skills would be:

- Equivalent to graduation from a four-year college or university with major coursework in criminology, law enforcement, social or police science, public administration, or a field related to the work, and four years of command or supervisory experience in the police service equivalent to the level of Lieutenant, Commander, Captain or above.
- Must satisfy California POST minimum employment standards and be eligible for certification to work as a peace officer in California.
- Possession of an Advanced POST certificate.
- Possess and maintain a valid California Class C driver's license and a satisfactory driving record.
- Must possess or obtain and maintain first aid and CPR certificates and firearms qualifications.

Preferred Qualifications

- Possession of a master's degree in an appropriate field.
- Completion of an advanced law enforcement leadership program such as California Law Enforcement Command College, FBI National Academy, PERF's Senior Management Institute for Police, Northwestern Police Staff and Command, or a similarly recognized program.





08. COMPENSATION AND BENEFITS

The City of Pinole offers an exceptional and competitive compensation and benefits package. The annual salary for this position is up to \$260,000, with placement DOQ and experience. Pinole has an excellent array of benefits listed below. For more information, contact the recruiter.

CalPERS Safety Retirement

- Classic members: 3% at 55 plan; employee contribution of 15% (9% employee share plus 6% employer's share). Classic member benefits include:
 - Military buy back option.
 - Third Level 1959 Survivor Benefit.
 - Single Highest year compensation formula.
 - Service credit for unused sick leave.

- PEPPRA members: 2.7% at 57 plan; employee contribution is 50% of the total normal cost as determined by CalPERS.
- Deferred Compensation Plan—The City shall make a 457 plan and ROTH individual retirement accounts available for employees covered by the Plan to contribute through payroll deduction. The City shall provide up to \$100 in a dollar-for-dollar “matching” monthly contribution to the 457 Plan for participating employees.
- Vacation—Employees shall accrue ninety-six (96) hours of vacation per year. The amount accrued per year increases after four years of service. The City may grant a higher accrual rate based on years of public service with other agencies or other appropriate factors.
- Administrative Leave – Employee shall receive administrative leave at an accrual rate of ninety-six (96) hours per year and may cash out no more than sixty-four (64) hours each year.
- Sick Leave and Sick Leave Incentive.
- Holidays – Employees shall receive twelve (12) paid holidays each year and twelve (12) hours of floating holidays each fiscal year.
- Health, Dental, Vision, and Life Insurance plans.
- Other benefits may include a take-home emergency vehicle; uniform and safety allowance, Retiree Medical Insurance (20-year vesting schedule that includes prior CalPERS service credit); Health and Dependent Care Reimbursement Flexible Spending Accounts, Disability Insurance, Medical In-Lieu, Educational Degree Incentives (for possessing a degree beyond that which is required), Bilingual Pay, Cellphone Allowance, Professional Development, and Severance Pay.





09.

NOMINATION AND APPLICATION PROCEDURES

APPLY TODAY!

Please send electronic submittals consisting of a compelling cover letter, comprehensive resume, and list of at least five professional references to apply@publicsectorsearch.com. References will not be contacted until mutual interest is established.

This recruitment will be confidential through its initial stages and is considered “open” until a final selection is made. The first review of applications will occur October 18, 2024.

Candidates are encouraged to apply immediately for optimal consideration.

The most highly qualified candidates will be invited to participate in virtual interviews with Public Sector Search & Consulting, Inc. Semifinalists and finalists will participate in additional selection exercises, with selection and appointment by the new City Manager shortly thereafter.

Employment is contingent on the successful completion of a detailed POST background investigation, medical examination, psychological screening, and other City requirements.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990

www.publicsectorsearch.com

Chief Mark Helms (Ret.), Senior Consultant

mark@publicsectorsearch.com

(209) 639-4077



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