

POLICE CHIEF

DEFINITION

To plan, organize, direct and review the activities and operations of the Police Department including law enforcement investigation, crime prevention, and administrative support services; to coordinate assigned activities with other departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager.

DISTINGUISHING CHARACTERISTICS

The Police Chief is a department head responsible for directing the activities of the Police Department. The incumbent exercises considerable judgment and discretion in the administration and direction of the department and its operations. This is an unclassified position in which the incumbent serves at the will of the City Manager.

SUPERVISION RECEIVED AND EXERCISED

Receives policy direction from the City Manager.

Exercises direct supervision over assigned management, supervisory, professional, technical, and administrative support personnel.

EXAMPLES OF ESSENTIAL DUTIES - Duties may include, but are not limited to, the following:

Develop, plan and implement department goals and objectives; recommend and administer policies and procedures.

Coordinate department activities with those of other departments and outside agencies and organizations; provide staff assistance to the City Manager and City Council; prepare and present staff reports and other necessary correspondence.

Direct, oversee and participate in the development of the department's work plan; assign work activities, projects and programs; monitor work flow; review and evaluate work products, methods and procedures.

Participate on a variety of boards, commissions and committees; attend and make presentations to and meet with neighborhood groups and commissions, task forces, committees, Commissions, City Council and others as assigned.

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Support the development and implementation of an organizational philosophy with an emphasis on community based services, enforcement efforts and internal supervision and mentoring of staff.

Maintain personal contact with members of the community and local businesses; oversee the performance of assigned personnel to insure the department's goal of maintaining direct and effective personal contact with members of the community is fully implemented.

Supervise and participate in the development and administration of the Police Department budget; direct the forecast of additional funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures; implement mid-year adjustments.

Select, train, motivate and evaluate personnel; provide or coordinate staff training; conduct performance evaluations; implement discipline procedures; maintain discipline and high standards necessary for the efficient and professional operation of the department.

Represent the department to outside groups and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary.

Research and prepare technical and administrative reports and studies; prepare written correspondence as necessary.

Build and maintain positive working relationships with co-workers, other City employees, and the public using principles of good customer service.

Ensure the City's Core Competencies of "Focus on People", "Build Trust", "Ensure Accountability", "Communicate effectively", "Collaborate Inclusively" and "Make Quality Decisions" are integrated into the workplace; model the City's Core Competencies in all interactions with the workforce and the community.

Perform related duties as assigned.

MINIMUM QUALIFICATIONS

Knowledge of

Principles and practices of law enforcement administration, organization, and operation.

Modern practices and methods of patrol, traffic control, investigation, crime prevention, and related administrative support services.

Principles and practices of leadership, motivation, team building and conflict resolution.

Effective ways to coordinate police activities with members of the community, other criminal justice and public safety agencies, and public and private organizations working to improve the quality of life in the community.

Pertinent local, State and Federal laws, rules and regulations.

Organizational and management practices as applied to the analysis and evaluation of programs, policies and operational needs.

Principles and practices of organization, administration and personnel management.

Principles and practices of budget preparation and administration.

Principles of supervision, training and performance evaluation.

Use of firearms and other modern police equipment and communications and information systems related to law enforcement.

Ability to:

Plan, direct and control the administration and operations of the Police Department.

On a continuous basis, know and understand all aspects of a sworn Police Officer's job; analyze budget and technical reports; interpret and evaluate staff reports; know laws, regulations and codes; observe performance and evaluate staff; problem solve department related issues; remember various rules and procedures; and explain and interpret policy.

On a continuous basis, sit at desk and in meetings for long periods of time. Intermittently twist to reach equipment surrounding desk; perform simple grasping and fine manipulation; use telephone, and communicate through written means; continuously bend, squat and kneel during inspection of crime scene or conducting building searches; climb stairs and/or ladders while in the field; twist while making arrests; perform simple and power grasping, pushing, pulling, and fine manipulation; run and walk; wear utility belt and other police equipment of 30 pounds; and intermittently carry weight of 100 pounds or less.

Develop and implement department policies and procedures.

Deal with a diverse community and differing expectations of police services, show compassion and build consensus in developing approaches to police services.

Develop and implement comprehensive plans to provide effective community based police services; interpret and explain laws as well as department policies and procedures.

Gain cooperation through discussion and persuasion.

Successfully develop, control and administer departmental budget and expenditures.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Interpret and apply City policies, procedures, rules and regulations and Police Department General Orders.

Communicate clearly and concisely, both orally and in writing.

Supervise, train and evaluate assigned personnel.

Establish and maintain effective working relationships with those contacted in the course of work.

Experience and Training

A typical way to obtain the required knowledge and abilities would be:

Experience:

Seven years of increasingly responsible experience in law enforcement administration, including three years of administrative and management responsibility.

AND

Training:

A Bachelor's degree from an accredited college or university.

License or Certificate

Possession of a valid California driver's license by date of appointment.

Possession of a Management Certificate issued by the California Police Officers Standards and Training Commission (P.O.S.T.) within six months of date of appointment.

Employees must be tobacco free and cannot use tobacco products on or off duty.

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01-01-21

09-07-18

03-10-16

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