

CITY OF VALLEJO CHIEF OF POLICE



Recruitment Services Provided by Ralph Andersen & Associates

The Opportunity

Candidates inspired by the desire to use their talents and ability to make a lasting impact upon a community will not find a more attractive opportunity than the City of Vallejo, California. Ideally located in the very desirable San Francisco Bay Area, the City is conducting a national search for its next Chief of Police. The Chief will have the opportunity to lead an organization through challenges and make impacts that will last long beyond his/her tenure.

The Community

The City of Vallejo is located in the North Bay area of the greater San Francisco Bay Area. With 121,000 residents, Vallejo is the largest city in Solano County and the tenth most populous in the Bay Area. Vallejo is a rapidly changing, highly diverse community with significant historical contributions to our nation.

Named after General Mariano Guadalupe Vallejo, an early proponent of California's statehood, Vallejo twice served as the capital for California. Vallejo is also home to the former Mare Island Naval Shipyard, which was considered the premier U.S. Navy submarine port, as well as the center of shipbuilding efforts during World War II. Decommissioned in 1996, Mare Island is now the focus of an ambitious redevelopment effort that stands to dramatically transform the island. Overall, Vallejo is a friendly, active waterfront community that attracts innovative, hardworking people and takes great pride in its 151-year history and maritime heritage.

Vallejo is home to several important regional entities. In education, Vallejo is home to Touro University, a private non-profit health professions graduate school; the California State University Maritime Academy, the only maritime academy on the West Coast; and the Vallejo Center Campus of Solano County Community College.

Vallejo's ideal location provides access to San Francisco via ferry. With over a million riders annually, and growing, Vallejo is a key connection point in the greater Bay Area. Residents of Vallejo are situated to take advantage of the best of what the area has to offer. Golf, museums, performing arts, boutique shopping, brewpubs, and a wide selection of restaurants are all available in Vallejo. Residents and visitors alike enjoy Vallejo's delightful historical downtown area, weekly downtown farmer's market, and beautifully restored Victorian homes and business facades. Vallejo is also home to Six Flags Discovery Kingdom, one of America's only combination wildlife, oceanarium, and theme parks.

The Organization

The City of Vallejo was incorporated in 1868 as a Charter City. Operating under the Council/Manager form of government, the City is governed by six Councilmembers elected at-large and a separately elected Mayor, each serving four-year terms. The Council appoints a City Manager to be responsible for carrying out the policies of the City Council and to manage the City's departments and program activities. The Mayor and Council appoint the City Manager and the City Attorney.

For FY 2019, the City of Vallejo provides a full array of municipal services with 580 FTE employees and a budget of \$236.8 million. The City made history in 2012, when the City Council approved the first city-wide participatory budgeting process in the United States. The Council initially allocated \$3.4 million to the Vallejo participatory budgeting process, and each year the residents nominate projects and vote on which projects will be ultimately be funded. City Departments include: City Manager's Office, City Clerk's Office, City Attorney's Office, Information Technology Department, Finance Department, Human Resources Department, Police Department, Fire Department, Planning and Development Services Department, Public Works Department, and the Water Department. Parks and Recreation services are provided by the Greater Vallejo Recreation District.

Police Department

The Vallejo Police Department is staffed with 173 FTE staff members, of which 121 are authorized sworn positions. The Department is organized into three Bureaus, Operations, Investigations, and Support Services. Each Bureau is led by a Captain, each of which reports directly to the Chief of Police. Also reporting to the Chief of Police are an Administrative Manager and an Executive Secretary. Functions include traditional policing services as well as a communications center, code enforcement, and reserve, cadet, and volunteer programs.

The Vallejo Police Department was the 2017 recipient of the James Q. Wilson award for Excellence in Community Policing from the Regional Community Policing Institute - California. An organizational chart of the Vallejo Police Department, along with the FY 2019 budget, can be found at: www.ralphandersen.com/jobs/cop-vallejo.



PHOTO BY CYNDI COMBS



Challenges and Opportunities

The next Chief of Police for the City of Vallejo must be experienced with a strong commitment to community policing, in order to successfully address various challenges and opportunities. The following are most prominent:

- A recent Officer Involved Shooting has created increased media focus on the Department. Concerned citizens have been vocal about the need for reform, particularly as it relates to use of force, implicit bias, and de-escalation. The next Chief of Police will need to devote considerable efforts and resources to regain trust in these communities but will have strong support from the Council and City Manager for these improvements.
- The recruitment and retention challenges facing nearly all police departments in the United States are prominent in Vallejo. As one of the most diverse cities in California, and nationally, Vallejo aims to have its workforce be reflective of the community it serves. But with a high workload, officers and professional staff gain skills and experience quickly, which make them attractive to other agencies in a competitive regional labor market.
- While the City of Vallejo has made tremendous progress in recovering from its municipal bankruptcy in 2008, there is still work to be done. Accordingly, compensation remains below market, which creates an even higher need to develop a winning culture in the Department to improve morale and prevent further impacts to recruitment and retention.
- The officers and professional staff doing good work, day in and day out and in difficult circumstances, need the support and leadership of a Chief of Police that can acknowledge the various hardships involved and bring people together toward solutions.

- The City of Vallejo recently acquired a facility for the possible relocation of the Vallejo Police Department. The Department's current facility has numerous issues that prevent its long-term viability as a functional facility for the Department. The next Chief of Police will have many opportunities related to this effort.

Ideal Candidate

In addition to being highly ethical and well qualified, certain traits will be essential for success in Vallejo:

- The City desires a highly communicative leader who can rally support around common values and goals and effectively build relationships across a diverse City organization and community.
- A commitment to the principles of President Obama's Task Force Report on 21st Century Policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Safety and Wellness.
- A willingness to invest him/herself in the community of Vallejo and create genuine connections to the wide variety of people that make up the community.
- A proven track record of leading an organization in a collective bargaining environment, skilled at creating a healthy labor-management relationship
- A leadership style characterized by accountability, transparency, and inclusion.
- Experience working cooperatively with the community to address significant policing challenges in a high-activity urban environment.
- An understanding and appreciation for the diversity of Vallejo, and experience working effectively in a multicultural, multilingual community. A successful chief will be culturally competent and will never feel out of place in any community.
- A proven track record of improving diversity through recruitment and succession planning will be seen as a valuable attribute.

Experience and Education

Any combination of equivalent experience and education that provides the required knowledge and abilities would qualify. A typical way to obtain the knowledge and abilities would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major course work in police science, public or business administration, or a related field. A Master's Degree in Public, Business, or Police Administration is highly desirable.

Experience: Seven years of broad and extensive municipal police work, including four years of administrative and supervisory responsibility.

Compensation

The City of Vallejo offers an excellent and competitive salary and benefit packages. The salary range for the Chief of Police is between \$215,200 and \$261,600, depending on the applicant's qualifications. City of Vallejo benefits include:

CalPERS Retirement System: All eligible employees become members of the California Public Employees Retirement System (CalPERS). The employee's share of the CalPERS contribution is deducted from salary and is currently at 9%. This program provides 3.0% @ 50 years of age for CalPERS classic members with a 9% employee contribution, and 2.7% @ 57 for other CalPERS members, with an employee contribution of 12%.

Annual Leave: Vacation accrual of up to five weeks (negotiable, depending on experience); 10 days of administrative leave; 11 paid holidays; and sick leave at 12 days.

Insurance: The City offers excellent benefits for its employees including medical, dental, and vision coverage, in addition to short and long-term disability coverage.



Recruitment Process

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

All interested candidates should apply no later than **July 29, 2019** to Ralph Andersen & Associates by sending a compelling cover letter and a comprehensive resume to apply@ralphandersen.com. Preliminary video screening interviews will be followed by a comprehensive interview process tentatively set for early September 2019. Additionally, a supplemental questionnaire may be required with responses to specific questions.

For further information or questions on the recruitment process, please contact Chief Greg Nelson (ret.) at (916) 630-4900. Confidential inquiries are welcomed.

The City of Vallejo is an Equal Opportunity Employer

