



The City of
IMPERIAL
California



invites applications for the position of
CHIEF OF POLICE

THE COMMUNITY

The City of Imperial strives to be an economically vibrant and culturally rich community with a strong sense of identity, pride and prosperity. Incorporated in 1904, the City has been known as one of the fastest growing communities in the Southeast Desert and is now home to 20,263 residents. The Region is noted for its sunny climate and almost unbelievable agricultural productivity. Imperial is the center of activities in this unique area of sun, sand, and splendor of Western living. The City's central location in the Imperial Valley and proximity to Mexico makes Imperial an ideal location for industry and business services.

The City of Imperial is the city of many firsts in the Valley, and is also home to Pioneers Museum, Imperial Valley Fairgrounds, and Annual Signature Series Events. The California Mid-Winter Fairgrounds are located in the heart of Imperial. The Mid-Winter Fair and Fiesta is the County's largest attended event. The City is the headquarters for the Imperial Irrigation District (IID), the sixth largest power utility in California and one of the largest irrigation districts in the world.

Imperial is truly the center of Imperial Valley with a vast wealth of recreational living and unlimited business opportunities. In the community you'll find an aggressive transition taking place from a rural landscape to a growing urban city incorporating light industry, housing, and shopping centers. New construction appears throughout Imperial, including several new housing developments and expanding shopping strips.

THE DEPARTMENT

The City of Imperial Police Department's primary responsibilities include responding to requests for emergency and non-emergency police service, offender apprehension, crime deterrence, case investigation, evidence gathering, traffic enforcement and investigation and maintenance of order within the community. The Imperial Police Department has been deemed one of the safest cities in California.

The success of the Department in combating crime in the community is largely in part to stakeholder relationships and effective community-oriented strategies. The Imperial Police Department takes a proactive approach in anticipating the needs of the community by actively recruiting new officers, providing professional development to retain current officers, and open pathways for advancement to internal personnel, working to ensure a legacy of stability and professionalism.

CITY GOVERNMENT

The City of Imperial is a General Law City governed by a Council-Manager form of government. The Imperial City Council is comprised of five elected officials. Members are elected for a four (4) year term. The positions of Mayor and Mayor Pro-Tem are annually appointed by the City Council for a one-year term.

The Imperial City Council acts as the legislative body and the Imperial Community's policy makers. The Imperial City Council approves the City's municipal budget, adopts local laws and regulations. The Imperial City Council's focus is on Imperial's big-picture goals such as growth and sustainability.



THE POSITION

Under administrative direction from the City Manager; exercises direct and indirect supervision over professional and technical staff; plan, organize, control and direct the operations and activities related to the City of Imperial Police Department and other law enforcement services to safeguard the lives, property and constitutional rights of local citizens; exercise leadership and command over the personnel, activities and operations of the Police Department; administer the department budget and approve expenditures; represent the Police Department at City Council and other meetings; provide for public safety and compliance with applicable Municipal, State and Federal laws ordinances and codes; work collaboratively with other municipal departments and outside agencies to ensure a solvent, vibrant and safe community for the City's residents and visitors; develop and implement programs, policies and procedures to enhance the effectiveness and operational efficiency of Police Department operations and activities.

QUALIFICATIONS

EDUCATION AND EXPERIENCE: Any combination equivalent to: Bachelor's degree in police science, social science, criminal justice, public administration or related field and ten (10) years of increasingly responsible law enforcement experience in a Federal, State, County or Municipal law enforcement agency including at least five (5) years supervisory experience.

LICENSES/CERTIFICATIONS: A valid California class C driver's license. Valid POST Certification is required and Executive Management POST Certification is highly desirable.

DUTIES

- Plan, organize and direct the operations and activities related to police protection and other law enforcement services to safeguard the lives, property and constitutional rights of local citizens; assume command of departmental activities in the absence of the Police Chief as assigned.
- Control and direct Department law enforcement programs and services to ensure timely response to crime and accident scenes, emergency situations and other requests for assistance and proper enforcement of Municipal, State and Federal criminal, traffic and related laws, ordinances and codes.
- Train, supervise and evaluate the performance of assigned staff; interview and select employees and recommend transfers, reassignment, termination and disciplinary actions.
- Manage investigations; allocate and assign necessary resources; conduct or review internal personnel investigations.
- Provide technical expertise, information and assistance to the City Manager and City Council regarding Police Department services and activities; participate in the formulation and development of policies, procedures and programs to enhance Police Department efficiency.
- Develop, prepare and control the annual preliminary budget for the Police Department; control and authorize expenditures in accordance with established limitations; monitor related funds; prepare budget requests as appropriate.
- Direct and participate in the preparation and maintenance of various records, reports and files related to crimes, investigations, traffic accidents, dispatch, cases, staff and Police Department activities; review reports for accuracy and completeness.
- Prepare periodic, mandated and special reports for the City and State; compose press releases, articles and other publications concerning law enforcement investigations and other public safety issues.
- Communicate with administrators, city officials, personnel and outside organizations as appropriate regarding crime prevention and law enforcement administration, resolve sensitive issues and public concerns.
- Confer with other law enforcement agencies to coordinate efforts and exchange information to coordinate investigations, enforcement efforts and discuss law enforcement issues.
- Operate standard office equipment including a computer and assigned software; operate other specialized police equipment including a firearm, police radio, motor vehicle, camera and others as assigned.
- Attend, conduct and participate in a variety of meetings, trainings, boards and committees; attend civic events and represent the Police Department as directed; provide information to civic groups, news media and others regarding departmental functions and activities.



IDEAL CANDIDATE

The ideal candidate will be of the highest integrity and genuinely committed to being a collaborative, community-oriented, and accessible leader responsive to organizational needs by being open, honest, respected, and trusted in internal and external relationships.

The successful candidate must possess and be comfortable exercising emotional intelligence, political savvy, and compassion, as well as a hands-on approach to lead by example and build a spirit of teamwork. The next Chief will grow a strong organizational culture within the Department while advancing the Department towards enhanced use of evidence-based policing, crime reduction strategies, and data-driven decision-making.

Exceptional public speaking and writing skills are necessary, as well as skills of persuasion. The successful candidate must also be energetic, respectful of others, appropriately assertive, and an effective leader with a proven record of solid management and supervisory skills.

APPLICATION AND SELECTION PROCESS

First Review Date | Monday, November 6, 2023

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to

apply@bobhallandassociates.com.

Please contact Rich Twiss at (442) 347-5082 or Bob Hall at (714) 309-9104 should you have any questions regarding this position or the recruitment process.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.



BENEFITS

SALARY RANGE - \$116,708-\$156,395 Annually, depending on experience and qualifications.

HOLIDAYS - The City presently recognizes 13 regular holidays, plus one floating holiday.

VACATION - 80 hours of vacation leave for one through three years of continued service

ADMINISTRATIVE LEAVE - 80 hours per fiscal year.

SICK LEAVE - Accrual of 96 hours per year.

INSURANCE - The City provides a comprehensive benefit package including employee medical, dental, vision, short-term, and long-term disability insurance.

LIFE INSURANCE - Value equal to two times annual earnings up to a maximum of \$200,000.

DEFERRED COMPENSATION - Employees may defer up to the IRS permitted annual maximum

FLEXIBLE SPENDING ACCOUNT - Employees may participate in either or both of the Health Care or Dependent Care programs.

UNIFORM ALLOWANCE- \$1,500 per year.

VEHICLE - City will provide a vehicle.

EDUCATION/POST PAY - Employees can either receive education pay or POST certification pay.

- POST Certification pay is \$150 bi-weekly
- Advanced POST Certification pay is \$225 bi-weekly
- Bachelor's Degree pay is \$75 bi-weekly
- Master's Degree pay is \$150 bi-weekly

RETIREMENT - The City of Imperial is a member of the California Public Employees' Retirement System (CalPERS).

- Classic Member: 2% @ 50 formula
- New Member: 2.7% @ 57 formula

Access to CORDICO Wellness App and AETNA Resources for Living Employee Assistance Program

