

The City Of

FORT BRAGG

California



We are now accepting
applications for the role of

CHIEF OF POLICE

Recruiting Services Provided By



THE COMMUNITY

The City of Fort Bragg, California is a vibrant coastal community straddling Highway 1 in scenic Mendocino County. Surrounded by majestic redwood forests and beautiful beaches, Fort Bragg offers small town living with abundant amenities and recreational opportunities. Its rich history of fishing, logging and lumber processing has shaped the community's rustic seaside ambiance and character. Located approximately 165 miles north of San Francisco and 120 miles from Santa Rosa, the City is a small community of 2.7 square miles with a population of approximately 7,000.

Fort Bragg was founded prior to the American Civil War as a military garrison and later became a rugged lumber town. Over the last two decades, Fort Bragg has transitioned from an economy based on timber and fishing to a tourism-based economy. Today, Fort Bragg is known for an excellent mix of bed & breakfast inns, hotels, and motels with numerous private and State Park campgrounds nearby. As a premier North Coast destination for visitors from far and near, well-known attractions include Glass Beach and the Mendocino Coast Botanical Gardens. Fort Bragg is also home to museums and art galleries, a popular craft brewery, a state-of-the-art aquatic center, and thousands of acres of State and local parks, forests, beaches and preserves. Historic downtown Fort Bragg offers shopping, movies, restaurants, a worldclass microbrewery, and wine tasting in the surrounding valleys. The picturesque Noyo Harbor is one of the most scenic harbors on the West Coast and is home to a commercial fishing fleet as well as charter boats offering fishing and whale watching adventures. With its abundance of natural beauty and very mild weather throughout the year, Fort Bragg offers excellent opportunities for wildlife viewing, hiking, kayaking, tide pooling, golfing, mountain biking and photography. Its newest attraction is a coastal trail that extends the entire length of the city limits and beyond.

Residents of Fort Bragg enjoy exceptional quality of life with safe and quiet residential neighborhoods, good public schools, a small hospital, excellent public services, plenty of open space, clean air, and minimal traffic congestion. In addition, the community has a well-established art and cultural scene of community-based theater, music, and fine arts.



THE ORGANIZATION

Incorporated in 1889, Fort Bragg is a general law city that operates under the Council-Manager form of government. The five members of the Fort Bragg City Council are elected by the voters to serve overlapping four-year terms. The Mayor is elected by, and from, the City Council for a two-year term. The City Council appoints the City Manager who serves at their discretion. The City Manager oversees a staff of 131 people and five distinct departments. The Police Chief reports directly to the City Manager and is one of the six department heads comprising the City's executive team.

Fort Bragg is a financially stable and strategically focused organization, guided by strong fiscal policies, long-term planning, and a five-year Strategic Plan that advances innovation, resilience, and community vibrancy. Department Heads partner closely with the City Manager in a highly collaborative, team-oriented environment where open communication, creative problem-solving, and shared leadership are the norm. What sets Fort Bragg apart is its forward-thinking culture. The City embraces innovation while remaining deeply committed to service, and staff are encouraged to bring forward ideas that make a lasting difference. Executive leaders work as a true team—supporting one another, fostering trust, and empowering each department to help shape the City's future in alignment with community priorities.

THE ORGANIZATION (CONT.)

Fort Bragg's stability is a testament to our continued practice of conservative financial management, strong budgeting policies, 5-year forecasting, and fiscal discipline. The City's overall staffing and expenditures have rebounded to pre-pandemic levels, and the current budget includes a 3% cost of living increase for public safety personnel.

IDEAL CANDIDATE

The ideal Police Chief is a dynamic and approachable leader, dedicated to building strong relationships within both the department and the broader community. They will be a visible, inspirational presence in the city, demonstrating a deep commitment to customer service while fostering collaboration across all levels of the organization. As a key member of the City's executive leadership team, the Chief must be committed to creating a culture of transparency, trust, and respect, ensuring that all voices are heard and valued. The ideal candidate will actively engage with both staff and community members, cultivating an environment that prioritizes diversity, integrity, and service.

A hands-on, accessible leader, the Police Chief will provide mentorship, guidance, and support to staff at all levels—especially in high-pressure situations or critical investigations. They must understand the unique dynamics of leading a smaller department and the importance of professional development, creating opportunities for growth within the force. The Chief must be an empathetic, caring, and trustworthy individual who is politically astute yet neutral, capable of navigating complex situations with professionalism. The ideal candidate will be forward-thinking and deeply attuned to the evolving challenges and opportunities within modern policing, balancing community needs with effective, innovative law enforcement strategies.

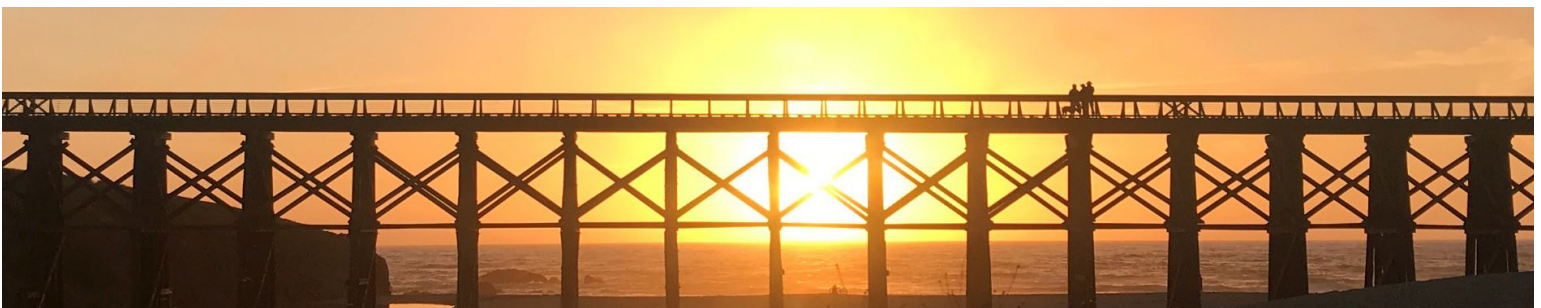


EDUCATION & TRAINING

Experience: Eight (8) years of increasingly responsible law enforcement experience, which includes substantial hands on experience with management and administrative responsibilities.

Training: Equivalent to an associate's degree or bachelor's degree from an accredited college or university. An advanced degree is highly desirable. Graduation from POST Command College, SLI graduate, FBI National Academy, or comparable executive training is also highly desirable. The new Chief will be required to successfully pass a qualifying medical and psychological screening consistent with California POST regulations.

License or Certificate: Possession of, or the ability to obtain, a valid California driver's license and a valid California POST Management Certificate or Executive Certificate.



THE DEPARTMENT

The Fort Bragg Police Department is a full-service law enforcement agency comprised of 18 sworn peace officer positions (two frozen) and 8 professional staff. The Police Department is led by a Police Chief who is supported by one Captain, one Commander, and four sergeants. The Commander manages the Patrol Operations Division, which includes the School Resource Officer. The Captain manages the Special Operations Division, which includes Professional Standards, Task Force, and the Social Services unit known as the Care Response Unit. The Care Response Unit is comprised of four Social Services Liaisons and two grant analysts. Their mission is to reduce police interactions with those experiencing homelessness, mental illness, and substance use disorders. This highly successful program has received statewide recognition and is being replicated by other agencies. The Department's 2025/2026 adopted budget is \$6,434,310 and comprises 48% of the City's General Fund budget.



The Department is nearly fully staffed in budgeted positions and boasts a high retention rate. The professional staff includes two full time administrative staff and one part time assistant. They function as Records, Evidence/Property, LiveScan, and all other administrative duties.

The Department has also been recognized for the early transition to an EV fleet including Level 3 chargers at the station. In addition to EV's, the Department has implemented body worn cameras, in-car cameras, mobile and fixed ALPR, advanced less-lethal options, and all-new duty handguns, backup handguns, and rifles with RDS and rifle optics. Training and employee development is a priority for the Department. Leadership development, advanced investigation, and instructor development have been implemented, ensuring a capable and well-trained staff. Organizational Wellness is a highlight at Fort Bragg Police Department, featuring mandatory and voluntary check-ins with a psychologist, free gym memberships, City-paid C.V. Starr Community Center membership, unlimited online coaching, and a "Zen Den" complete with a state-of-the-art massage chair.



BENEFITS

Salary \$166,124-\$201,905 Annually.

Benefits: The City of Fort Bragg offers a complete benefits package to full-time employees including health care, dental, vision, retirement, deferred compensation plans, flexible spending accounts, life insurance, long-term disability, holidays, vacation, and sick leave. To learn more, please visit our Website by scanning here.



APPLICATION PROCESS

CLOSING DATE | Nov 7, 2025

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to: **apply@bobhallandassociates.com**.

Should you have any questions regarding this position or the recruitment process, please contact **Joe Gorton at (707) 628-6846**.

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 thorough background and reference checks, and a pre-employment medical exam.

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