

THE CITY OF  
**LAKEPORT**  
CALIFORNIA

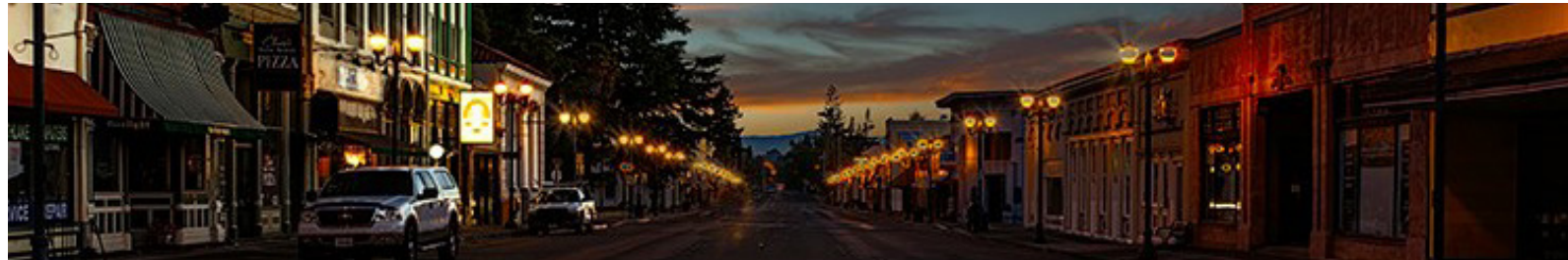
Welcome home.



CURRENTLY INVITING APPLICATIONS  
FOR THE ROLE OF  
**CHIEF OF POLICE**



RECRUITING SERVICES PROVIDED BY **BH**  
Bob Hall & Associates



## THE CITY

Lakeport is a general law city under the council-manager form of government. The City is led by a five-member City Council, elected at-large with staggered four-year terms providing policy direction to the City Manager. The City Council appoints the City Manager and City Attorney.

Under the guidance of the City Manager, Lakeport provides a variety of municipal functions to the community including police, public works, community development, parks and recreation, water and wastewater services. Fire protection is provided by the Lakeport Fire Protection District.

Incorporated on April 30, 1888 as a general law city, Lakeport serves as the administrative seat for the County of Lake and has a residential population of 5,135 in a 3.2 square-mile area, with a strong business base and a well-established residential community.



## THE COMMUNITY

The City of Lakeport in beautiful Lake County is located in the heart of Northern California's wine country just north of the San Francisco Bay Area. Lakeport is located along the west shore of Clear Lake, the largest natural freshwater lake in California. Lakeport has all the benefits of a close-knit community and small-town charm along with quick access to many of California's famous landmarks and tourist destinations. With its temperate climate and the rated cleanest air in the nation consistently by the American Lung Association's State of the Air reports, Lakeport is a place to call home.



## THE DEPARTMENT

The Lakeport Police Department is dedicated to providing a safe environment for those who live, work and visit in the City of Lakeport. The Lakeport Police Department is a fully staffed, forward-thinking group of team-oriented officers and personnel, with officers aided by the Flock camera systems, body cams and other advanced technology. The Department works closely with other offices, with dispatch contracted through the Sheriff's Office, shared duties between Animal Control, PD and County, and Mental & Behavioral Health workers working out of the Police Department. The Police Department demographics include; 13 Sworn including the Chief, Captain, Detective Trainee, SRO and K-9. The Department also participates on a regional SWAT Team. The Department places a major focus on addressing homelessness and mental health issues in the community.





## THE POSITION

Join our dynamic team where every day brings new challenges and opportunities to make a real difference in our community! As a vital member of our force, you will lead the charge in planning, directing, and coordinating an array of programs dedicated to maintaining law and order, safeguarding lives and property, managing traffic flow, and preventing crime. You will partner with legal advisors, citizens, and City officials on law enforcement issues and your expertise will shape recommendations and assist in crafting ordinances which ensure the safety and well-being of the citizens of Lakeport.

As Chief of Police, you will: Analyze service demands and develop comprehensive plans for department operations; Develop and implement municipal law enforcement policies and procedures using modern police management methods; Prepare and administer the budget and related grants for the Police Department; Advise and otherwise assist the City Manager in understanding and developing policies governing City responses to crime control and prevention; Select department employees; Plan staffing and organize work; Conduct or direct staff training and development; Make presentations to City Council, other governmental agencies, and a variety of civic organizations.

If you are ready to step up, help shape our department, and partner with other agencies to be a force for positive change, we want you on our team!



## QUALIFICATIONS

### EDUCATION/EXPERIENCE -

- Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance.
- Example combinations include possession of a bachelor's degree in administration of justice, sociology, psychology, public administration or related field and eight years of progressively responsible supervisory and management experience in a law enforcement agency which includes experience in all major phases of crime prevention, law enforcement, and police department administration.
- A master's degree in a related field is preferred. Additional experience may be substituted for education on a year-for-year basis.

### CERTIFICATIONS -

- Possession of or ability to obtain a Class C California driver's license and a satisfactory driving record.
- Possession of a P. O. S. T. Management Certificate.
- Possession of an advanced Red Cross First Aid Certificate.
- Receive satisfactory results from a background investigation, physical and psychological examination, drug screening and administrative screening which meet the established qualification standards.

## COMPENSATION AND BENEFITS

The City of Lakeport offers a competitive compensation and benefits program. The salary for this position is up to \$143,592 pending City Council approval. DOQ. The current benefits include:

**RETIREMENT:** The Police Chief shall be enrolled in the PERS plan offered to City of Lakeport public safety officers. The city participates in the PERS plan with a 3% at 55 formula for Classic Employees, with an employee contribution of 9% of reportable income. For all employees deemed "new members" by PEPR, the retirement formula is 2.7% at 57. City pays the employer share with an employee contribution of 11.5%.

**HEALTH BENEFITS:** The city offers several Blue Cross Medical Plans. The \$250 Deductible plan (per person) has an employee share of \$228/\$477/\$680 per month through 6/30/24, depending on enrollment category. **DENTAL:** The City contributes the entire premium for coverage through Delta Dental. The City supplements the Dental plan orthodontic maximum lifetime benefit of \$1,000 per enrollee to the sum of \$2,000 per enrollee.

**VISION:** The City contributes the entire premium for vision insurance with VSP

**HOLIDAYS:** 13 paid holidays annually accrued upon hire.

**DISABILITY AND DEATH BENEFIT:** A short-term, long-term and death benefit are provided through PORAC Insurance & Benefits Trust.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** Employee Assistance Program (EAP): An Employee Assistance Program is provided at no-cost to the employee.

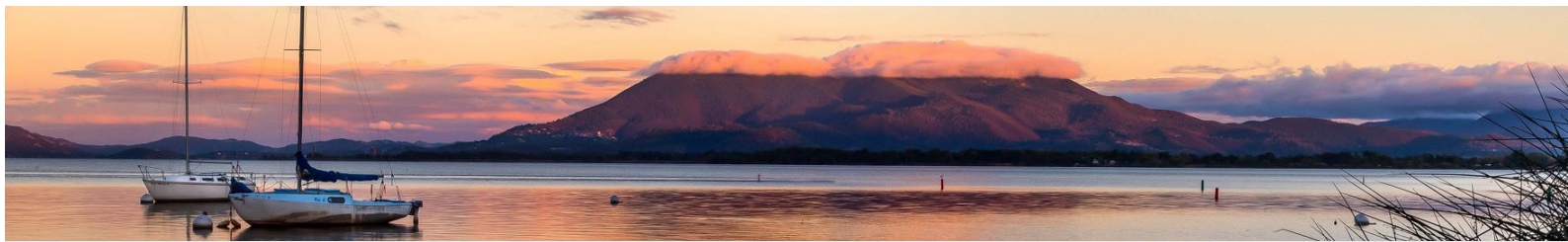
**VACATION:** 15 working days (0-5 service years).  
20 working days (6-10 service years).  
Employees will accrue 1 additional vacation day above 20 for each year of additional service up to the maximum vacation time equal to 200 hours of vacation for each calendar year of service.

**SICK LEAVE:** Employees accrue at the rate of one sick day for each full month of employment (eight-hour day).

**Bereavement Leave:** Five days per incident.

**MANAGEMENT LEAVE:** At-Will Management employees receive 80 hours of management leave per calendar year to be used at the discretion of the City Manager.

**OTHER BENEFITS:** Uniform allowance, covered membership fees, professional training, technology allowance, vehicle reimbursement, housing allowance of \$1,000 per month is offered for a period of one year.



## 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 candidate should be fully engaged in the community, while maintaining approachability, availability, and a strong understanding of the nuances of a rural community.

The next Chief will grow a strong organizational culture within the Department while advancing the Department toward 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 candidate will become a part of a tight-knit City team and does not "silo" the PD. Internal and external collaboration is crucial to the success of the role, and the Chief will be responsible for the coaching and mentorship of a young department.

## BH APPLICATION AND SELECTION PROCESS

Bob Hall & Associates *First Review Date: April 12, 2024*

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume to: [apply@bobhallandassociates.com](mailto:apply@bobhallandassociates.com).

Please contact Joe Gorton at **707-628-6846** 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 Council. Appointment is subject to completion of a thorough background and reference checks, and preemployment medical exam.