

The City of Guadalupe, California



CHIEF OF POLICE



THE COMMUNITY

Located in the northern end of the fertile Santa Maria Valley, the City of Guadalupe along scenic Highway 1 is known for its small town charm. Guadalupe is also known as the home of Guadalupe Dunes Beach, a short 4 miles inland from the Pacific Ocean where a beautiful, extraordinary and unique nature preserve is found. Featuring towering 550 foot high dunes-the tallest on the west coast, it is a great place to surf, fish, hike, take photos, view wildlife, and simply enjoy nature. The Preserve is also the location used in the 1923 film, *The Ten Commandments*, by Cecil B. DeMille.

This friendly community of 7,400 residents in northern Santa Barbara County is accessible 10 miles from the east by US Highway 101, a regional highway linking California's coastal cities of Santa Luis Obispo 25 miles to the north, Santa Maria, 8 miles to the east, and Pismo Beach, 15 miles to the north. For those that favor train travel, Amtrak is located in Guadalupe on Highway 1.

What makes the City of Guadalupe a great place to work, play and raise a family, is exceptional city leadership, quality affordable housing, a low crime rate and easy access to major transportation corridors all within 1.4 square miles in an agricultural region of statewide and national importance.

CITY GOVERNMENT AND THE DEPARTMENT

Guadalupe is a general law city, incorporated in 1946, operating under a council-administrator form of government. Four of the five-person council are elected at-large to four-year terms on an overlapping basis with the Mayor serving a two-year term, with the Mayor Pro Tem appointed by the Mayor each election year.

Guadalupe is a full service city that operates with a total budget of \$10.4M (FY 2017-18), under the leadership of a city administrator appointed by the city council. It provides general administrative, community and economic development, police, fire, water, and wastewater. Several functions including City Attorney, Engineering and City Planning/Building Inspection are contracted. The City's dedicated and tenured workforce consists of 32 staff. The Police Department consists of 12 FTEs plus the Chief, and two civilian staff members. Police dispatch services are provided by the County Sheriff's office. Fire Department has 3 captains and 12 paid-call firefighters. The new Chief may also function as Director of Public Safety, having administrative oversight of the Fire Department.



THE POSITION AND THE IDEAL CANDIDATE

The Chief of Police plays a strong leadership role within City government. The ideal candidate will possess a broad base of law enforcement experience. The preferred skill set will include technical expertise in patrol operations, investigations, emergency actions, current in the latest tactical and technological advances and highly motivated. Additionally, the Chief of Police must have outstanding communication skills to reach all levels of society through verbal and written formats.

The Police Department enjoys a strong community support through relationships in all sectors of the community. Maintaining and enhancing community relationships will be a priority for the new Chief.

Strong fiscal integrity and innovative practice will be critical for the new Chief in order to maintain the stability of the City. Those abilities will be enhanced through creative management of resources, enhanced revenue generation and grant writing capabilities.

It is expected that the Chief of Police would foster relationships within the law enforcement community and outside government services utilizing best-practices of the business of government.

An awareness of emerging trends impacting the community is critical. The range of potential risks could include an increase in drug abuse, mental illness response, juvenile crime or other issues affecting the quality of life in Guadalupe.

A management style that promotes the professional growth of staff is another essential trait. A nurturing and progressive working environment has proven effective and should continue to be enhanced.

The successful candidate will have a combination of education and experience that includes 10 plus years of experience in law enforcement services, including at least four years in a management position. A BS/BA in Administration of Justice or a related field and a POST Management Certificate or the ability to secure one within a year of hire.



COMPENSATION AND BENEFITS

The City of Guadalupe offers an attractive and competitive salary and benefits package. The current salary range for this position is \$98,000 to \$110,000 annually, DOQ. The employee benefits package includes:

- Retirement: CalPERS 2%@55 (Classic members). The City pays a portion of the employee's contribution. (Note: PEPRAs members are subject to a different retirement formula with a required contribution paid by the employee)
- Medical: PPO coverage through Anthem Blue Cross. HMO coverage through Blue Shield of CA. The City pays premium if coverage is only for employee. There is cost sharing for coverage of Employee + dependents.
- Dental and Vision: There is cost sharing for both dental and vision (City 75%/Employee 25%)
- Life/AD&D Insurance: City paid term life/AD&D insurance in the amount of \$50,000
- Vacation: Accrual rate from 10 days to 20 days per year
- Sick Leave: 12 days per year
- Holidays: 11 paid holidays per year, including two floating holidays
- Administrative Leave 80 hours per year
- Uniform Allowance: \$800 per year; Uniform Maintenance: \$23 per pay period
- City Vehicle: Police command vehicle provided
- Voluntary deferred compensation (457 Plan), Employee Assistance Program, and Credit Unit are also offered
- The City participates in Social Security and Medicare programs

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please go to our website at www.ci.guadalupe.ca.us and download our employment application. Please submit your completed application, letter of interest, resume, and a list of 5 work-related references to Amelia Villegas at City of Guadalupe, P.O. Box 908, Guadalupe, CA 93434. For additional questions regarding this position, please contact Amelia Villegas at (805) 356-3893 or by email: villegas@ci.guadalupe.ca.us

The final filing date for this position is May 11, 2018, by 5:00 p.m.

EOE