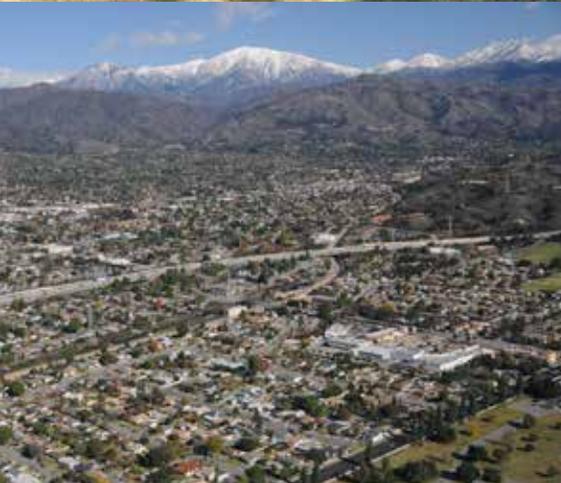
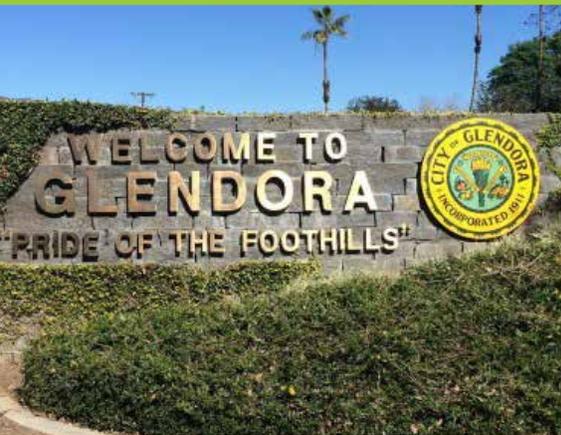


POLICE CHIEF

City of Glendora, CA





THE CITY

Glendora is a great place to live, work and play. Offering a high quality of life, Glendora boasts a low crime rate, award winning schools, numerous parks and trails, year round community activities, access to numerous higher education opportunities and a variety of housing ranging from affordable housing to grand, luxurious hillside estates. An abundance of dining, shopping and entertainment options are available both in the city and in nearby communities.

Once a small citrus producing community, Glendora has grown to a population of more than 52,000 residents. Nestled at the base of the majestic San Gabriel Mountains, the city encompasses 19.8 square miles of which 54 percent is open space. Situated at the Foothill (210) and Orange (57) freeways, Glendora provides easy access to Los Angeles, Orange County and San Bernardino County.

For more information on the City, please visit www.cityofglendora.org

THE DEPARTMENT

The Glendora Police Department is a well-balanced, trust driven organization that works collaboratively with other city departments, has developed strong partnership within the community and is on the forefront of many quality of life issues. In addition to employing 8 emergency medical technician (EMT) trained officers, the Police Department participates in joint regional special enforcement teams such as SWAT, Mental Health, AB 109 enforcement, and a DEA task force to cost effectively provide special services to the community. The Department also administers the City's Code Enforcement operations and through Inland Valley Humane Society provides animal control services. The Department's annual budget is approximately \$16 million. There are currently 93 employees, which includes 53 sworn officers all of whom contribute to the department's core set of values of customer service, teamwork, quality, and continuous improvement.

THE POSITION

The Police Chief will serve as a visionary leader and reports directly to the City Manager. As a member of Glendora's Executive Management Team, the Chief will work alongside other Department Heads as a collegial, supportive team in support of the City's goals. In addition to functioning as the administrative head of the Glendora Police Department, the Police Chief acts as the City's primary authority on law enforcement issues and helps to establish and implement law enforcement policies. Representative duties include:

1. Planning, directing, and coordinating a variety of policies and programs designed for the maintenance of law and order, protection of life and property, control of traffic, prevention of crime, and the apprehension, arrest, and detention of law violators.
2. Analyzing operational and service demands and developing comprehensive plans to satisfy needs for department services; conferring with legal advisors, citizens, and City officials on law enforcement



POLICE CHIEF

City of Glendora, CA

problems; developing and implementing municipal law enforcement policies and procedures; researching and implementing modern police management methods.

3. Preparing and administering the budget for the Police Department; originating and implementing organization and staffing patterns to effectively address operational needs.
4. Advising and otherwise assisting the City Manager and City Council in understanding and developing policies governing City responses to crime control and prevention.
5. Selecting department employees; planning and organizing work; developing and establishing work methods and standards; conducting or directing staff training and development; reviewing and evaluating employee performance; executing disciplinary action.
6. Representing the City, or delegates such authority, in relations with the community, advisory committees, other local, state, and federal agencies, and professional organizations.
7. Participating in City management staff meetings; serving on special task forces or directing the conduct of projects having general City-wide impact as directed by the City Manager.
8. Managing and overseeing the Community Preservation Division, parking enforcement and animal control services.

THE IDEAL CANDIDATE

Glendora is seeking a key strategic partner contributing to the long-term goals and continued growth of the organization. This forward thinking public safety professional will be well informed about the changes that are taking place in law enforcement and the region. The best qualified candidates will value the existing positive working environment within the Department and have the ability to calmly lead change to ensure the Department keeps pace with emerging law enforcement issues and opportunities. In addition, they will enjoy serving an engaged community where easy access to the Police Chief is a valued community tradition.

The ideal candidate will be a natural leader who leads by example, creates enthusiasm and excitement among employees, exercises good judgement, flexibility, creativity, a good listener, possess keen observation skills, possess excellent communication skills and has the ability to effectively manage among competing demands with limited funds. He/she will also understand the causes, prevention, and control of delinquency; traffic enforcement and education; rules of evidence; rights of citizens and prisoners, laws pertaining to search, seizure, and arrest; court procedures; supervisory and public relations techniques; interagency communication and assistance techniques and practices. This individual will be ethical, articulate and capable of building a strong rapport with the general public, local organizations, elected officials, outside agencies, fellow City department directors and with employees of the Glendora Police Department. To be successful, candidates should familiarize themselves with the physical layout and composition of the City and identify special law enforcement problems.

Education and Experience

Any combination of education and experience that would provide the required knowledge and abilities is qualifying. A typical path would be a Bachelor's degree or equivalent with major work in police science, administration of justice, criminology, business or public administration and related field and five years of progressively responsible administrative law enforcement experience. A Master's degree, advanced certification including POST Command College, and FBI National Academy are highly desirable.

Special Requirements

- Possession of or ability to obtain a Class "C" California driver's license and a satisfactory driving record.
- A Management Certificate issued by POST.
- The ability and interest in acquiring an Executive Certificate issued by POST within three years of appointment.

COMPENSATION

The anticipated hiring salary range for this position is \$182,231.71 - \$227,582.44, and will be dependent upon the qualifications and experience of the selected candidate. In addition, the City offers a generous benefits package which includes:

Retirement - Glendora participates in CalPERS and the employer paid member contribution is reported as additional compensation.

Classic members: 3% @ 50

Tier 2: 2% @ 50

Tier 3: 2.7% @ 57

Safety Employees contribute nine (9) percent. No Social Security contributions are paid by City or employees.

Flexible Benefit Plan - \$820 + 1.5% of salary monthly for health, dental and LTD expenses. Employer and employee each contribute 1.45% for Medicare (total of 2.9%). Employer pays for a full physical every two years at employee's request.

Vision Insurance - Employer pays employee only coverage. Dependent vision insurance can be purchased with Flexible Benefit Plan.

Paid Holidays - 12 days per year

Vacation Leave - 21 days per year

Sick Leave - 12 days per year

Auto Allowance - Vehicle provided to perform duties of Police Chief.

Deferred Compensation - Available (no employer contribution).

IRS 125 and 129 Flexible Spending Account - Available upon hire.

In addition, life insurance, long term disability, bereavement leave, personal emergency leave, family illness leave, tuition reimbursement, retirees medical plan and an Employee Assistance Plan are available.

HOW TO APPLY

Please **apply on-line** by **Friday, October 21, 2016** at www.allianceRC.com. The position will be considered "open" until a final selection is made. If you have questions, difficulties with the on-line application system, or would like to discuss the opportunity further, please contact us at:

Cindy Krebs or Sherrill Uyeda

ALLIANCE RESOURCE CONSULTING LLC

400 Oceangate, Suite 480
Long Beach, CA 90802

Telephone: (562) 901-0769

E-mail: ckrebs@alliancerc.com

suyeda@alliancerc.com

 <http://twitter.com/Alliancerc>

 Alliance Resource Consulting LLC

An Equal Opportunity/ADA Employer

