



*City of Tulare
California*

Agri-Center of the World

*Invites your interest
for the position of:*

Police Chief



OUR COMMUNITY

The City of Tulare is a family-oriented community with a population of 63,515, situated in the Central San Joaquin Valley along Highway 99, just 47 miles south of Fresno and 64 miles north of Bakersfield. Our mid-state location benefits businesses needing same-day access to key California markets as well as residents seeking recreational opportunities in the beautiful Sierra Nevada Mountains to the east and the spectacular California coastline to the west. Founded in 1874 by the railroad, Tulare overcame numerous disasters in the 1880's. Following three major fires and the departure of the railroad, the community's saving element was bringing water and farming to the area. Situated in the heart of some of the most productive farmland in the world, Tulare is very attractive to food processors and distributors (such as Haagen-Dazs, Land O'Lakes, Saputo, and Kraft) because of our central location and abundant supply of locally grown products. Tulare County is the number one milk-processing county, and now the second largest agricultural producing county in the world, second only to neighboring Fresno County.

With its strong agricultural vitality, Tulare seeks to diversify its industrial and retail base through our focus on economic development. The City not only welcomes new industries and businesses, but it has become a regional attraction. Tulare has a historical downtown, first class historical museum, and an expanding outlet center providing 2.6 million square feet of retail space. In addition, Tulare is home of the International Agri-Center, sponsor of the largest farm equipment show in the world – the World Ag Expo.

Tulare is well known for its volunteerism and community spirit. The City is currently undergoing growth. Tulare also has an attractive housing market with exceptionally priced quality homes. Tulare is a city challenging itself to provide new opportunities for all who call it home. The community is growing yet it retains the caring atmosphere of a small town. The city honors and celebrates its culturally diverse heritage while providing democratic and cost effective services to all its citizens.

EXCELLENT LOCAL GOVERNMENT

Tulare is a full-service Charter City with more than 350 employees in the departments of Administration, Finance, Human Resources, Community & Economic Development, Community Services, General Services, Public Works, Police, and Fire. Healthy revenue sources include good sales tax, a utility user's tax and a 8¼% local sales tax. The City is governed by a five-member City Council elected by district. Adopted goals by the City Council include priorities in the areas of Public Health and Safety, Stewardship of Revenue and Assets, Quality of Life, and Community Governance and Communication. The City owns and operates its own water, sewer/pollution control, and solid waste municipal utility enterprises.

The City has a total budget of \$130 million with an operating budget of \$108 million and a capital improvement budget of \$22 million. Like many local government agencies, the city has recruited and appointed its leadership team with the goal of continuously improving towards the goal of "excellence" in local government. Candidates are encouraged to visit the City's website at <http://www.tulare.ca.gov> for a broader understanding of the City's organization and our community.

CITY MISSION STATEMENT

To promote a quality of life making Tulare the most desirable community in which to live, learn, play, work, worship, and prosper.

POLICE DEPARTMENT VISION STATEMENT

To build trust within the community and the department through open communication, empowerment, and partnerships with both internal and external stakeholders. As a progressive organization committed to continuous improvement; we will apply innovative strategies and technology to ensure the highest quality of life for all.



Ensuring quality of life for all

THE DEPARTMENT

The Tulare Police Department proudly serves a supportive community. The dedicated men and women of the Tulare Police Department are well trained, thoughtful, and committed to providing professional law enforcement services to the citizens and visitors of our community. The Department has 109 sworn and non-sworn personnel working in the following Divisions: Administration (including Records, Communications, School Resource Officers and Crime Prevention), Patrol (including K-9, Traffic Unit and SWAT), Investigations (including Detectives, Gang Task Force and Narcotics), Animal Services and Code Enforcement. We take pride in the fact that our department is as culturally diverse as our community is. The Police Department is continuously working to find new and innovative ways in which to engage and build lasting partnerships with the community. The responsibility for the safety of our community is a partnership and without the help and support of our citizens, effective policing would not be possible. The citizens of Tulare support its Public Safety departments as evident with the passage of Measure I, which is a half-cent sales tax used to preserve public services such as police protection, fire suppression and street maintenance.

THE POSITION AND THE IDEAL CANDIDATE

Under general administrative direction from the City Manager, the Police Chief plans, directs, organizes, manages and provides administrative direction and oversight for all functions and activities of the Police Department; coordinates assigned activities with other City departments, officials, outside agencies, and the public; fosters cooperative working relationships among City departments and with intergovernmental and regulatory agencies and various public and private groups; and, provides highly responsible and complex professional assistance as a member of the City's Department Head group and support to the City Manager.

The City of Tulare is seeking a driven and motivated Police Chief who is approachable, outgoing and comfortable interacting with all members of City staff, City Council and community on a regular basis. The new Chief will be open and transparent in his/her dealings with internal and external stakeholders. The ideal candidate will take a proactive stance toward problem solving and be someone with excellent diplomacy, presentation and relationship building skills who is politically astute, but remains apolitical. The ideal candidate for Police Chief will be a hands-on executive with the technical expertise to continue the department's tradition of exceptional professionalism. The Police Chief will be a dedicated leader with law enforcement experience gained through a career in a community with similar issues and complexity. The Police Chief will demonstrate the ability to build a strong team; mentor employees; continue to develop the technical and professional skills of staff; think strategically, anticipate problems, and bring innovative solutions; and possess excellent communication and interpersonal skills.

The incoming Chief will be an honest, consistent, firm but fair decision-maker with the ability to lead by example and hold staff accountable while treating employees with dignity and respect. The City is looking for a hard-working hands-on Police Chief to lead the department. A Chief who understands the needs of the entire City and demonstrates the ability to balance those needs with the needs of the Department will do well in the position as will a Chief who understands current law enforcement trends and services.

Any combination of experience, training and education that would likely provide the required knowledge, skills and abilities is qualifying. Candidates should possess at least two (2) years municipal, managerial experience in police services equivalent to the level of Captain or above. A Bachelor's degree in police science, public administration or a related field is desirable. Candidates must possess a valid P.O.S.T. Management certificate and a valid California Driver's License.

SEARCH PROCESS

Filing Deadline: Wednesday, June 20, 2018

Following the closing date, resumes will be screened and the most qualified candidates will be invited to an interview process. References will be contacted only following candidate approval. A LiveScan, background investigation, psychological testing and a pre-employment medical are also part of the employment process. If you have any questions, please do not hesitate to call Janice Avila, Human Resources Director at (559) 684-4203.

The City of Tulare is an Equal Opportunity Employer



THE APPLICATION PROCESS

To apply for this career opportunity, please submit your cover letter, resume, and contact information in a sealed envelope marked confidential to: Janice Avila, Human Resources Director, City of Tulare, 411 E. Kern, Tulare, CA 93274. You may also send your information electronically to javila@tulare.ca.gov. If you have any questions regarding this position or application process, please feel free to contact Ms. Avila at 559.684.4203, or at the email address above.

COMPENSATION

The City of Tulare offers a competitive compensation and benefits program. The salary range for this position will be \$10,508 - \$12,773 per month depending upon qualifications. In addition, the City of Tulare offers a comprehensive benefits package as outlined below.

BENEFITS PACKAGE

Retirement: In accordance with the California Public Employee's Pension Reform Act of 2013 (PEPRA), the City of Tulare will offer the following safety retirement benefit (2.7% at 57) to new PERS members beginning January 1, 2013 with three years final compensation. Existing PERS members with no break in service will receive the 3.0% at 55 formula with single highest year.

Insurance Benefits: Health Insurance - City pays a portion of the employee and dependent coverage costs of group medical, dental and vision insurance. An opt-out plan is also available. Life Insurance – based on annual salary. Short and Long-Term Disability Insurance.

Leave/Holidays:

- Management Leave: Eighty-eight (88) Hours per year (prorated based on date of hire).
- Sick Leave: Twelve (12) days per year (earned on a pay period by pay period basis)
- Vacation Leave: Ten (10) days per year. Additional days based on service years. (Buy-back option available)
- Holidays: Twelve (12) holidays observed annually.
- Additional Leave: Employees receive one (1) day for birthday credit and two (2) floating holidays.

Other Allowances: Auto Allowance: \$400 per month (or assigned vehicle); Cell Phone/Data Plan Reimbursement: \$100 per month.

Optional Benefits: Additional Life Insurance, Voluntary Deferred Compensation Program (457 Plans), Flexible Benefit Program (IRS Section 125 Plan)



CITY OF TULARE

411 E. Kern Avenue • Tulare, CA 93274

<http://www.ci.tulare.ca.us>

