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EXECUTIVE SEARCH

Police Chief
ATASCADERO, CALIFORNIA

THE COMMUNITY

Founded in 1913, the City of Atascadero, California is well-known for its friendly atmosphere and hometown charm.

This beautiful, 26 square mile Central Coast community has a population of 30,000 and is situated in the center of San Luis Obispo County along Highway 101, halfway between the metropolitan areas of Los Angeles and San Francisco. Atascadero has quite a bit to offer from its vibrant Downtown to Atascadero Lake Park that includes the Charles Paddock Zoo and the Faces of Freedom Veterans Memorial. There is something for the whole family to enjoy from community events to historic attractions, A-Town Skate Park, a Community Center, an all-inclusive playground, and a host of parks and sports fields. Atascadero offers beautiful weather year-round and is close to four local lakes, a national forest and endless hiking and biking trails. The City is perfectly located in the county with many activities that are within a short, 20-minute drive, including local beaches, Highway 1, Paso Robles Wine Country and Downtown San Luis Obispo. Atascadero is also within a three-hour drive to Yosemite or Sequoia National Parks and only about two hours to Big Sur, Monterey or Carmel. The City is truly a great place to live, work and raise a family. The City's administrative offices are located in the Historic City

Hall Administration Building near the picturesque Sunken Gardens, located in the heart of Downtown Atascadero. Sunken Gardens also hosts a weekly Farmers Market and a host of signature events, such as Cruisin' Weekend, Tamale Festival, Atascadero Fall Festival and the Central Coast Craft Beer Festival.

THE ORGANIZATION

Atascadero is a General Law City. Incorporated in 1979, it operates under the Council-Manager form of government. The City Council is composed of five members, a Mayor and four Council Members, elected at large by the citizens of Atascadero. The Mayor serves a two-year term, and Council Members serve four-year overlapping terms. The Mayor presides over the meetings and performs other ceremonial duties. As the policy-making legislative body, the City Council acts upon all legislative matters concerning the City, approving and adopting all ordinances, resolutions, contracts and other matters requiring overall policy decisions and leadership. The Council appointed City Manager is responsible for financial and operational management of the City's 135 full-time employees. Departments include City Manager, Administrative Services, Fire, Police, Community Development, and Public Works. The FY 2022 Operating Budget for the City of Atascadero is \$30.73 million.

The City Council's top priorities for 2021-2023 include, Economic and Community Vibrancy, Fiscal and Infrastructure Efficiency & Sustainability, Ensuring Public Safety and Providing Exceptional City Services, and Quality of Life. The Council is in sync with the top priorities and in agreement on creating a self-sustaining future for local residents, by making Atascadero a place for families and friends to be able to live, do business and to enjoy all of the entertainment, events, dining and shopping they want and need, right in their own town. The City's momentum and steady progress in implementing forward-thinking policies and improvements are working to bring the safe, vibrant community envisioned into reality.

THE CITY'S MISSION STATEMENT

The City of Atascadero is committed to building community by fostering an outstanding quality of life with excellent public service, stewardship of the environment, preservation of our heritage and promotion of economic prosperity.

THE DEPARTMENT

The Atascadero Police Department is a full-service law enforcement agency composed of 34 sworn peace officers, and 13 professional civilian staff. APD also has a model volunteer program. The Department is strongly supported by the community. The Department is led by the Police Chief who is supported by two Police Commanders, each of whom lead one of the two Department Divisions, Operations and Support Services. The FY 2022 adopted budget is \$10.6 million, with most allocated for Salary and Benefits.

THE MISSION STATEMENT OF THE ATASCADERO POLICE DEPARTMENT:

Our purpose is to do good and work towards the greater good, even to the detriment of self. Our goal is to work toward being the premier law enforcement agency on the central coast. This is a direction. It is a bold goal, but it is what we should be working toward.



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Our Methods

PROFESSIONALISM: We will be professional in both appearance and practice. We will demonstrate professionalism by treating others with dignity even in their worst moments. Professionalism will ensure our reputation amongst the residents of Atascadero, and within the law enforcement community, remains at the highest levels.



PARTNERSHIPS: We cannot do this job alone. We will develop and foster good relationships. We will work with other law enforcement agencies, other city departments, with organizations and with individual members of our community to accomplish our objectives.

PERSONAL GROWTH: The Atascadero Police Department is committed to providing appropriate training and instruction to the members of our department, but we cannot do it all. Members are encouraged to seek out opportunities for their own growth including professional training, personal training and other educational opportunities. Members are encouraged to be good family members and role models within the community. Who you are away from work is just as important as who you are at work.

The core services provided by the Department are response to emergency and non-emergency calls for service, proactive identification of criminal activity, traffic safety, investigation of

crime and prosecution of criminals, 9-1-1 call taking and emergency dispatch services, training and personnel, crime prevention and community outreach, maintenance of records, and property and evidence control.

THE POSITION

The City of Atascadero is seeking an experienced leader who will continue the community focused service delivery provided by the Department's talented staff. The new Police Chief will lead a department that is well thought of and enjoys strong support in its community, is solutions based, and is willing to be innovative when facing new challenges. The new Police Chief will recognize the shared responsibility and connection between themselves, the department, other city departments, and the community they serve. The Chief reports directly to the City Manager. They are responsible for overseeing the daily operations of the Department as well as being forward thinking and in tune with the ever-changing landscape of modern policing.

THE IDEAL CANDIDATE

The ideal candidate must be a strong relationship builder, inspirational, and engaged both inside and outside the Department. They must be approachable, visible in the community, and are expected to be a strong member of the City's executive leadership team. They must recognize that a customer service orientation is a priority.

The new Chief must foster an environment that embraces collaboration, diversity, integrity, trust, and respect. They must be adept at active listening. The Chief must have a strong background and interest in organizational development, mentorship, and succession

planning. A hands-on and positive leadership style will be welcomed.

The Chief must understand the unique dynamics of a small organization and recognize the hard work done by all members of the organization. They must be a champion for their employees and their professional development. They must have the skill to pass on their experience to department members.

Department members, City staff, and members of the community expect the Chief to be personable, caring, trustworthy, fair, genuine, empathetic, and accessible. The Chief must be politically savvy, yet apolitical and will have excellent interpersonal and communication skills.

EXPERIENCE AND TRAINING GUIDELINES

An equivalent level of education, training, background and experience to meet the requirements and the ability to perform duties of the position with a high level



of professionalism and proficiency is qualifying. A typical way to obtain the knowledge and abilities would be:

EXPERIENCE: Minimum of eight (8) years of experience in police work, three years of which must have been equivalent to a police lieutenant or higher.

TRAINING: Graduation from a college or university with a bachelors degree in police science, law enforcement, criminal justice, public administration or a closely related field, and completion of the basic law enforcement training academy or equivalent.

The new Chief will be required to successfully pass a qualifying medical and psychological screening consistent with California POST regulations.

LICENSE OR CERTIFICATE

Must possess, or be able to obtain by the time of hire, a valid State Driver's license without record of suspension or revocation in any state.

Basic law enforcement training certification or equivalent.

THE COMPENSATION

The annual salary range for this opportunity is \$148,956 to \$181,056, and appointment will be made depending on the qualifications and experience of the selected candidate. A 3.5 % COLA salary increase will begin on July 1, 2023. The City also offers an attractive benefits package including:



SEARCH SCHEDULE

Filing Deadline	December 11, 2022
Preliminary Interviews	December 12-20, 2022
Recommendation of Candidates	January 11, 2023
Finalist Interview Process	January 25, 2023

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

RETIREMENT: CalPERS retirement plan for Classic members (hired by the City on or before June 14, 2012) 3% @ 50 with the employee paying a contribution of 9%. Tier 2 Classic members (Classic members in another organization) 3% @ 55 with employee paying a contribution of 9%. PEPRA employees have a plan of 2.7% @57 with employee paying a member contribution of rate of 50% of the expected normal cost rate. Benefits are based on highest three years of compensation. The City does not participate in Social Security.

MEDICAL PLANS: City paid "Family" coverage up to \$2,035 per month, "Employee +1" coverage up to \$1,513 per month, and "Employee Only" coverage up to \$1,076 per month. These amounts cover all medical, dental, vision, and life insurance benefit premiums.

LONG-TERM DISABILITY: City provided plan.

LIFE INSURANCE: City provided policy of \$50,000.

DEFERRED COMPENSATION: 457 match (up to \$1,000 per year) and 457 longevity incentive after ten (10) years of service.

HOLIDAYS: 11 annual holidays, plus one floating holiday.

VACATION LEAVE: 10 to 20 days annually depending on length of service.

SICK LEAVE: 96 hours accrued annually, with sick leave incentive plan.

MANAGEMENT LEAVE: 80 hours per year.



OTHER BENEFITS: 9/80 work schedule, yearly uniform allowance of \$800, City provided vehicle, annual education reimbursement of up to \$1,600 for job-related educational expenses, bereavement leave.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

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www.peckhamandmckenney.com

Please do not hesitate to contact Diana Bishop at 408-800-7653 for questions regarding this position or the recruitment process.



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