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EXECUTIVE SEARCH

Police Chief
CITY OF FORT BRAGG, CALIFORNIA

THE COMMUNITY

The City of Fort Bragg, California is a vibrant coastal community straddling Highway 1 in scenic Mendocino County. Surrounded by majestic redwood forests and beautiful beaches, Fort Bragg offers small town living with abundant amenities and recreational opportunities. Its rich history of fishing, logging and lumber processing has shaped the community's rustic seaside ambiance and character. Located approximately 165 miles north of San Francisco and 120 miles from Santa Rosa, the City is a small community of 2.7 square miles with a population of approximately 7,200.

Fort Bragg was founded prior to the American Civil War as a military garrison and later became a rugged lumber town. Over the last two decades, Fort Bragg has transitioned from an economy based on timber and fishing to a tourism-based economy. Today, Fort Bragg is known for an excellent mix of bed & breakfast inns, hotels, and motels with numerous private and State Park campgrounds nearby. As a premier North Coast destination for visitors from far and near, well-known attractions include **Glass Beach** and the **Mendocino Coast Botanical Gardens**. Fort Bragg is also home to museums and art galleries, a popular craft brewery, a state-of-the-art aquatic center, and

thousands of acres of State and local parks, forests, beaches and preserves. Historic downtown Fort Bragg offers shopping, movies, restaurants, a **world-class microbrewery**, and wine tasting in the surrounding valleys. The picturesque **Noyo Harbor** is one of the most scenic harbors on the West Coast and is home to a commercial fishing fleet as well as charter boats offering fishing and whale watching adventures. With its abundance of natural beauty and very mild weather throughout the year, Fort Bragg offers excellent opportunities for wildlife viewing, hiking, kayaking, tide-pooling, golfing, mountain biking and photography. Its newest attraction is a coastal trail that extends the entire length of the city limits and beyond.

Residents of Fort Bragg enjoy exceptional quality of life with safe and quiet residential neighborhoods, good public schools, a small hospital, excellent public services, plenty of open space, clean air, and minimal traffic congestion. In addition, the community has a well-established art and cultural scene of community-based theater, music, and fine arts.

To learn more about the City of Fort Bragg, please visit <https://city.fortbragg.com/> and the City's destination marketing website www.visitfortbraggca.com.

VISION AND MISSION

Fort Bragg is the largest city on the coast between San Francisco and Eureka. It is a service and retail hub for the entire Mendocino coast and a choice location to live, work, and visit. Fort Bragg is also a small town with a strong sense of independence and a commitment to public safety. The City leaders and community members actively support the Police Department in their mission *"to provide excellence in police services to all segments of the community."* Under the tenet, *"Respect and Dignity for all,"* the Fort Bragg Police Department strives *"to impact and improve the quality of life for families, the business community, and visitors, and achieve an environment without the fear of crime."* Members of City Council, the City executive team, Police Department and the Fort Bragg community all see themselves as partners in achieving these goals.

THE ORGANIZATION

Incorporated in 1889, Fort Bragg is a general law city that operates under the Council-Manager form of government. The five members of the Fort Bragg City Council are elected by the voters to serve overlapping four-year terms. The Mayor is elected by, and from, the City Council for a two-year term. The City Council appoints the City Manager who serves at their discretion. The City Manager oversees a staff of 62 people and five distinct departments. The Police Chief reports directly to the City Manager and is one of the five department heads comprising the City's executive team.

The City of Fort Bragg is financially stable through a practice of conservative financial management, strong budgeting policies, 5-year forecasting, and fiscal discipline. The City's overall staffing and expenditures have rebounded to pre-pandemic levels, and the current budget includes a 3% cost of living increase for public safety personnel.



THE DEPARTMENT

The Fort Bragg Police Department is a full-service law enforcement agency comprised of 16 sworn peace officers and seven civilian support staff. The Police Department is led by a Police Chief who is supported by one Captain and four Sergeants. The Department's 2021/2022 adopted budget is \$3.79 million dollars and comprises 38% of the City's General



Fund budget. The recent award of a \$275,000 grant will allow for the addition of two social service workers who will help in responding to calls for service involving mental health crises and those experiencing homelessness. They will also conduct follow up with high utilizers of police services.

The Department is nearly at full staffing at the Police Officer position despite the challenges of hiring and retaining quality Police Officers in current times. The Department has four authorized Community Service Officers positions to supplement the work of the Patrol Officers. The Police Department will soon hire a civilian Code Enforcement Officer who will provide code enforcement support two to three times a week.

Training and employee development is a priority for the Department. Ongoing advanced officer training is supported through budget and a culture of life-long learning.

THE POSITION

The Police Chief is responsible for overseeing day-to-day police operations in the community, prioritizing and organizing goals, communicating, engaging in the community, and appropriately allocating available resources. The City Council's FY 2021/22 priorities and goals include: economic development; creating housing opportunities; infrastructure projects; improving coordination of social services, mental health and emergency response with the Police Department and other local law enforcement agencies; and community wellness and equity. The Police Chief will work collaboratively with all City departments and the executive team to help achieve these priorities and support the delivery of quality police services; an efficient, responsive, transparent and accountable government; community health and safety; quality of life; and citizen involvement. The Police Chief will actively engage the community through regular attendance at public events, daily contact with community partners, and transparent communication with the public. The Police Chief also mentors, trains and guides their internal staff with the goal of building a strong team of public servants willing to simultaneously fight crime, while treating all community members with respect and compassion.

The Police Chief serves as the City's Emergency Services Coordinator. The Fort Bragg Police Department maintains the City's Emergency Operations Center (EOC). The City Manager, the Public Works Director and the Police Chief work as a team to pro-actively address emergency management issues. The City has a long-standing arrangement with Mendocino County Sheriff's Office

Emergency Services Coordinator who provides training, emergency updates, and coordinates emergency operations with City management staff. Some of the typical emergency management events over the past two years involved tsunami warnings, public safety power shutoffs, and wildland fires. In the last two years the City has prepared pre-planned evacuation maps for City residents and visitors.

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 and actively focus on building relationships within the community.

The Police Chief must foster an environment that embraces diversity, integrity, trust, and respect. They must have a strong background and interest in organizational development, mentorship, and succession planning. A hands-on leadership style will be welcomed. The



SEARCH SCHEDULE

Filing Deadline:..... May 20th, 2022

Preliminary Interviews (virtual):May 23rd-June 3rd

Recommendation of Candidates:June 10th

In-person Finalist Interview Process: Week of June 13th

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

ideal candidate will be available and accessible to patrol staff for emergency response; they will provide guidance, knowledge, and insight to supervisors as well as officers in day-to-day activities, high profile investigations, crime awareness, and direct a coordinated approach to crime trends.

The Police Chief must be aware of the daily activities of the department in order to be responsive to inquiries from the Council and community.

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.

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. The ideal candidate will be forward thinking and in tune with the ever-changing landscape of modern policing.

EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

EXPERIENCE: Eight years of increasingly responsible law enforcement experience including substantial experience with management and administrative responsibilities.

TRAINING: Equivalent to an associate's degree or bachelor's degree from an accredited college or university. An advanced degree is highly desirable. Graduation from POST Command College, SLI graduate, FBI National Academy, or comparable executive training is also highly desirable.

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

LICENSE OR CERTIFICATE: Possession of, or ability to obtain a valid California driver's license. Possession or ability to obtain a valid California POST Management Certificate or Executive Certificate

COMPENSATION AND BENEFITS

The annual salary will be made based upon the qualifications of the selected candidate in the range of \$139,713-\$169,832 annually. In addition, excellent benefits including but not limited to: CalPERS retirement (PEPRA 2.7% at age 57, or classic plan 2% at age 50); 80 hours management leave; 80% City paid medical and dental coverage, 100% City paid vision coverage, life insurance and employee assistance program; 50% City paid long term disability; City paid cell phone or stipend.



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:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Kim Petersen at 510.520.3569 if you have any questions regarding this position or the recruitment process.



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