



City of King City



*invites your interest
for the position of*

**Police
Chief**

The Community

King City is a friendly and close-knit town of almost 15,000 residents, located in the picturesque southern Salinas Valley of Monterey County. The City lies midway between the Bay Area and San Luis Obispo approximately 50 miles south of Salinas. The City serves as an agricultural hub, is close to several significant wineries, is the gateway from Highway 101 to the Pinnacles National Park, and annually hosts the Salinas Valley Fair in May.

While King City enjoys a charming small town feel, it offers many amenities normally only found in larger cities. This includes a state-of-the-art hospital, an airport, a golf course, several city parks, a high school and several elementary schools, a hometown newspaper and radio station, a city swimming pool, local transit system, numerous churches, a shopping center, a skateboard facility, rodeo and fairgrounds, and quality eating establishments. The community also features beautiful mountain views, a quaint downtown, tree-lined residential neighborhoods with a diverse stock of well-maintained affordable homes, extensive historic sites and museums, and a regional County park with a campground and numerous recreational features.

The City has faced a number of financial challenges, but it is implementing a long-range financial plan and extensive economic development efforts. As a result, significant progress has been made in establishing increased financial stability. Situated directly on Highway 101, this ideal location provides opportunities to stimulate new economic activity. The City is working on renovation of its historic downtown, efforts to increase tourism, a number of capital projects to make the City more pedestrian and bike friendly, and design of a future new Amtrak station. As a result, this is an exciting time to work for King City.

City Government and the Police Department

King City is a general law city incorporated in 1911. The governing body is a five-member city council elected at-large to alternating four-year terms. The members of the Council select the Mayor. The City operates with a staff of 37 full-time and approximately 59 part-time employees and an annual General Fund budget of over \$7 million and a total City budget of almost \$12 million. It provides a full range of services including public safety, wastewater treatment, recreational and cultural activities, public improvements, and planning, zoning and general administrative services.



The Police Chief will be hired by and report to the City Manager. The City Manager is dedicated to establishing and maintaining a special work environment where employees respect and support each other. A strong emphasis is placed on teamwork, customer service, professionalism, and the development and commitment to common organizational values. Therefore, the new Police Chief needs to be a “team player” who will build strong relationships with all departments in the City and will address public safety by effectively utilizing and coordinating citywide resources.

The Police Department operates with a sworn staff of 18 and 4 administrative personnel. It has made substantial progress in rebuilding following a corruption scandal in 2014 and addressing a significant history of youth gangs and violence. New management, policies and procedures, programs, and training have transformed the culture of the Police Department to one based on professionalism and dedication to serving the public. The department recently selected as its motto: “Proud to Protect . . . An Honor to Serve.”

The City developed and implemented a Comprehensive Plan to End Youth Violence, which was developed by a community task force. As a result, total shootings decreased from 32 in 2017 to only 3 during the past 3-year period. The City received the League of California Cities Helen Putnam Award in 2019 in recognition of this program. The Police Department has also implemented a number of community outreach efforts to build trust and a positive relationship with the community.

The Position and Ideal Candidate

It is critical for the City of King to hire a Police Chief that possesses the skills and approach to build on the progress that has occurred over the past few years to establish King City as a model Police Department. The position provides a unique opportunity for an individual motivated by the desire to really “make a difference”. The new Police Chief will have the support of the City Council, City Manager and community to continue to implement changes to accomplish this. The City is especially interested in someone that can continue to strengthen the Police Department’s relationship with the community. Therefore, the City is looking for someone committed to community-based policing and a desire to implement new ideas and efforts. This challenge requires a strong and progressive leader with excellent policing, organizational and administration skills.



Externally, the Chief must build trust and confidence through proactive communication with all stakeholders within the community. This includes placing a priority on outreach, connection and involvement with all segments of the community. Given the City’s significant needs and limited resources, a strong emphasis is placed on building partnerships to develop creative and innovative approaches to increasing safety and meeting other objectives. King City has a large number of disadvantaged households, so the City has placed a priority on hiring a Chief that has a passion for improving the quality of life for the community and particular those in need.

Internally, mentoring skills are important. With many of the staff relatively new to the Police Department, the position provides an opportunity to continue efforts to shape a new organizational culture based on ethics, dedication, effectiveness, professionalism, and productivity. A leader is desired who can balance the need for accountability with a collaborative approach that achieves buy-in and a sense of ownership by the Police Department staff.

There is an ongoing need to continue to develop and implement both gang enforcement and prevention programs. Therefore, the Chief must have a strong understanding and experience in effectively dealing with gangs. This will also require effective coordination and networking with regional law enforcement agencies and community-based organizations. Since the organization has a small staff given the needs of the department and community, a Chief with a broad range of experience and expertise in different areas of law enforcement is highly desirable. Since King City’s population is predominantly Latino, bilingual skills and experience within culturally and/or ethnically diverse environments is desirable. The Chief must operate with a strong moral compass and high ethical code and be committed to becoming part of the King City community.

This position requires previous law enforcement experience as a command staff officer and a minimum of a BA/BS from an accredited college or university and completion of P.O.S.T. Management certification. A Master’s degree and completion of P.O.S.T. Executive Development certification is preferred and completion of any one of the following programs: FBI National Academy, Command College or the West Point Leadership Academy is desirable.



Compensation and Benefits

King City offers a competitive compensation and benefits program. The base salary range is up to \$157,000 annually for this position with the starting salary depending upon qualifications. In addition, the City provides a comprehensive benefits package including:

- ◆ **Public Employees' Retirement System:** 2 % @ 50 for Classic PERS members (7% employee share). 2.7% @ 57 for New PERS members (7% employee share). The City is a Social Security agency.
- ◆ **Medical and Dental Insurance:** The City participates in a comprehensive health program.
- ◆ **Vacation:** 10 days accrual annually during initial employment.
- ◆ **Life Insurance:** City life insurance is provided (\$125,000).
- ◆ **Short and Long Term Disability Insurance:** is provided.
- ◆ **Administrative Leave:** 96 hours annually.
- ◆ **Holidays:** 12 regular and 3 floating holidays annually.
- ◆ **Sick Leave:** Accrual of 12 days per year.
- ◆ **Disability:** Long term disability program.



The Process

If you are interested in pursuing this desirable and highly rewarding career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is: March 30, 2021.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.