



The City of Chico



*invites your interest
for the position of*

**Police
Chief**

The Community of Chico

The City of Chico with a population of approximately 120,000 is the largest city in Butte County. Home to Bidwell Park, one of the largest municipally owned parks in the nation, Chico has many recreational opportunities in the area. With an average of 172 sunny days a year, Chico provides quick access to hiking, skiing, boating, hunting, and fishing in the foothills. California State University, Chico continues to be a significant influence on the local community and is a key employer and contributor to the local economy. The city offers a learning community with a rich culture and a young spirit. Chico is known as a well-managed city that values quality infrastructure and services and maintains a special sense of community and small-town living as it has developed into a vibrant regional center for business, recreation, and cultural activities. Chico is a magnet to individuals seeking an environment where you can live and work while enjoying unparalleled access to outdoor recreation and the social spirit of an involved community.



Chico is located at the northeast edge of the Sacramento Valley, one of the richest agricultural areas in the world. The Sierra Nevada Mountains lie to the east, with Chico's city limits venturing several miles into the foothills. To the west, the bountiful Sacramento River lies five miles from the city limit. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area and the Sacramento region without the expensive cost of living. The Chico housing market is generally lower cost than other cities of similar size, which makes it an affordable place to raise a family without compromising the factors important to the family. There is a strong school system, well-regarded medical community, and a high level of public safety.

Chico's community spirit is seen in its downtown, which serves as a central gathering place for many community events such as farmers markets, Friday night concerts and parades. Historic downtown Chico is sprinkled with murals, art benches, and the award-winning City Plaza Park. One will find many locally owned businesses and restaurants, ranging from quick bites to fine dining that rivals any metro area. The City of Chico offers an extraordinary quality of life and is often characterized as having a special "sense of place."



City Government and the Police Department

The City of Chico is a charter city, and the City Council consists of seven nonpartisan councilmembers elected by district to staggered four-year terms. The Mayor and Vice-Mayor are chosen directly by Council and serve a two-year term. The City of Chico is a full-service city with an FY 2022-23 General Fund of over \$58M and an allocated staff of 443 FTEs. City operations are headed by the City Manager who oversees an executive management team comprised of eight operating departments: Administrative Services, City Manager's office, Community Development, the Fire Department, Human Resources & Risk Management,

the Police Department, Public Works – Engineering and Operations & Maintenance. The City Attorney's office and the City Clerk's office report directly to the City Council.

The Police Department has a FY 2022-23 operating budget of over \$32M with an approved staffing level of 171.18 FTEs which includes 104 sworn personnel and 67.18 non-sworn staff. Command staff consists of the Chief, two Captains and six lieutenants that oversee the divisions of Operations and Support. The department also has responsibility for Animal Services. For additional information please visit the department website at: <https://chico.ca.us/police-department>.

The Position and Ideal Candidate

The City of Chico is seeking a progressive and visionary leader to serve the community as its next Police Chief. In supporting this multi-faceted and historic community, the new Chief will be a unifying force in leading public safety efforts and engaging the community towards providing a safe environment for all constituents. As a high-profile member of the city executive team, the Chief will report to the City Manager while maintaining a close working relationship with the City Council, peer managers, and with the dedicated members of the Chico Police Department.

The continually evolving nature of law enforcement, local community issues, and calls for police reform present several challenges for the Chief. Chico, like many California cities, is currently experiencing significant homeless concerns. A recent federal settlement agreement provides defined guidelines in managing the situation. The ongoing challenge is

to balance the issues and needs of the unhoused population while ensuring the community quality of life considerations are maintained. The Police Department has historically enjoyed a positive relationship with the community, despite the diversity of political orientation that exists within the city. The expectation is to continue this connection through positive engagement, innovative safety approaches, and adaptation to the changing nature of community expectations.

Internal to the department, the critical need is to strengthen staffing and retention efforts in all areas of the operation. The department is justifiably proud of its culture, which is based around its values of: integrity, courage, and respect. The new chief must focus on staff development, mentorship,



training, and staff engagement in continuing efforts to address the highly competitive environment for public safety personnel. A continual emphasis on strengthening the current culture of engagement and community orientation throughout the department is also essential to this role.

The new Chief will possess impeccable ethics and integrity and an unwavering commitment to public service with an ability to make difficult decisions, drive accountability, build organizational effectiveness, and adapt to and implement change. The ideal background includes a track record of thoughtful and productive interactions with residents, policy makers, community groups, fellow law enforcement agencies, and police labor leadership. A high level of political and organizational acumen with a leadership style that is collaborative, engaging, and involved will be critical to this role.

The Police Chief will have 15 years of broad and extensive experience in all major phases of municipal police work, including at least four years in a responsible middle management capacity preferably in a municipal police department. A Bachelor's degree from an accredited college or university is required along with California POST Management Certification (or this certification must be obtained within twelve months if an out-of-state equivalent certificate is furnished). POST Command College, FBI National Academy and POST Executive Development course certification and a Master's degree are also desirable.

Compensation and Benefits

The City of Chico offers a competitive compensation and benefits program. The base salary for this position is up to \$190,000 annually DOQ. The excellent benefits program includes:

- ◆ Vehicle allowance or city-owned emergency equipped vehicle provided.
- ◆ Retirement: CalPERS with a retirement formula of 3% @ 50 for Classic Members. Employee pays a total of 12% toward CalPERS. For New CalPERS members, 2.7% @ 57 formula with employee paying a total of 16.75% toward CalPERS.
- ◆ Medical, Dental and Vision Insurance: The City offers four different medical plans and contributes a significant portion to the premium of the selected option. There is one dental option, and the city pays 75% of the premium. City provides the cost for vision insurance for the employee, with double or family coverage available for a nominal additional fee.
- ◆ Vacation: Accrued at the rate of 3.08 hours on a bi-weekly basis.
- ◆ Management Leave: 96 hours annually.
- ◆ Holidays: 11 holidays and one floating holiday annually.
- ◆ Sick Leave: Accrual at the rate of 8 hours per month.
- ◆ Life and Short-Term/Long-Term Disability Insurance.
- ◆ Deferred Compensation: Voluntary program provided.
- ◆ Section 125: Voluntary flexible spending account.
- ◆ Employee Wellness: City provides Employee Assistance Program and various discounted membership opportunities.



The Process

To pursue this exceptional 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 a preliminary interview takes place).

Paul Kimura or Bill Lopez
Avery Associates
16 Lyndon Ave., Suite 200
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is October 3, 2022.

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