



# City of Coronado

## Director of Police Services (Police Chief)



Recruitment Services Provided By Ralph Andersen & Associates

*The City of Coronado is seeking qualified applicants to serve as the Director of Police Services (Police Chief) of this beautiful and historic beachside community in San Diego County.*



## **The Community of Coronado**

Rich in history, natural beauty, and with a charming ocean village atmosphere, Coronado is most deserving of its royal nickname – the Crown City.

Surrounded by the Pacific Ocean, Glorietta Bay, and San Diego Bay, this picturesque seaside resort destination is linked to the Southern California coastline and the City of San Diego by the graceful and stately Coronado Bridge, and to the south by the Silver Strand.

This uniquely enchanting city, which measures 13.5 square miles, is home to one of the best beaches in the United States as distinguished by travel magazines, 18 public parks, an 18-hole municipal golf course, tennis center, marina, public swimming pools, and numerous other recreation facilities and dedicated bicycle paths. Quiet tree lined streets and friendly neighborhoods offer a variety of architectural home styles. The downtown businesses include quaint shops and active Chamber of Commerce and MainStreet organizations. The award-winning school system offers a high caliber of educational standards. Coronado residents enjoy and cherish their high quality of life.

This vibrant, thriving community welcomes more than 2 million visitors annually to soak up the sun and sand while enjoying the lush surroundings and village appeal of Coronado. With 15 hotels, including three world class resorts, with over 1,900 hotel rooms, and many highly acclaimed restaurants, this island community has a resident and Navy population of approximately 20,000 as well as a flourishing tourist population. Coronado is home to Naval Air Station North Island, Coronado (NASNI); Naval Amphibious Base, Coronado (NAB); and Silver Strand Training Complex, Coronado, supported by nearly 20,000 military and civilian personnel.

Coronado is a unique, well cared for, financially sound city with an involved citizenry and a strong sense of community pride. We see a partnership between the community and City government which protects the environment, preserves traditions, and fosters innovation. We see a community that places trust and confidence in its elected officials who lead a highly motivated professional City staff dedicated to customer service and continuous quality improvement. We see protection of our quality of life through strong leadership and open communication.

## City Organization

Coronado, incorporated on December 11, 1890, as a general law city, has a Council-Manager form of government. The City is governed by a Mayor and four council members who serve staggered four-year terms. The City employs 253 full-time employees and a seasonal/temporary workforce that ranges between 100 and 200 throughout the year. The City has general fund revenues of \$67.7 million, a total operating budget of approximately \$104.7 million, and an underlying AAA rating from Moody's. It is a full-service city organized into 9 departments: City Manager's Office, City Clerk's Office, Administrative Services (Finance, Human Resources, and Information Technology), Community Development, Police Services, Fire Services and Beach Lifeguards, Public Services & Engineering, Library Services, and Golf and Recreation Services.

## The Department

The Coronado Police Services Department is dedicated to providing outstanding law enforcement services to the community of Coronado. The Department is composed of 71 city employees and 30 civilian volunteers from the Senior Volunteer Patrol program. The Department is a service-oriented agency that prides itself on integrity, professionalism, respect, and teamwork. The Department has excellent support from the community and works diligently to maintain their trust.



### Mission Statement

The mission of the Coronado Police Services Department is to provide superior public safety services to enhance the quality of life for the community.

### Vision Statement

Our vision is to be a forward-thinking organization that embraces new ideas and processes to ensure the future success of our department and community.

We will achieve this by investing in the professional development of our members and implementing best practices. We will utilize our resources to their fullest potential to support our members and mission while remaining accountable to the community and each other. We are dedicated to excellence in service, guided by our core values as we work towards creating a safe and secure Coronado for all.

## The Position

The Police Chief is an at-will position appointed by and working under the general direction of the City Manager. Serving as a member of the Executive Team, the Chief will plan, direct, manage, and oversee the activities and operations of the Police Services Department. This includes, but is not limited to, law enforcement, criminal investigations, community relations, traffic control measures, dispatch, property and evidence collection, records maintenance, crime prevention and animal control. The position will also coordinate assigned activities with other departments and outside agencies and provide highly responsible and complex administrative support to the City Manager.





## Ideal Candidate

The ideal candidate will be a dynamic and experienced Police professional with a strong leadership presence and a proven track record of implementing successful policing initiatives. The individual will work with key stakeholders to deliver an ambitious and vibrant vision for the Police Services Department. As a member of the City's Executive Team, the Police Chief will work closely with the City Manager, elected officials, department heads and the highly educated and engaged community. The Chief will be a dedicated public servant who embraces the mission of providing the highest quality law enforcement services to the community.

Within the Department, the top candidate will build a spirit of teamwork and common purpose while leading with clear vision. The individual will guide strategic planning to advance state-of-the-art policing with innovative practices and leveraging new technologies. The selected candidate for this position will have a focus on succession planning, recognizing the need to build a strong bench for future promotions and leadership within the Department. The new Chief will engender a culture of excellence and engagement to support high morale.

The selected candidate for Police Chief will promote and embrace a collaborative and inclusive approach to leadership of the Coronado Police Services Department. The Chief will be open, transparent, and personable, able to easily connect to people from all backgrounds and be known as a relationship builder. The candidate will value and exercise fairness and accountability.

## Ideal Candidate *continued*

The Police Chief must continually balance a variety of viewpoints and interests in the community, within the City organization, and within the Police Services Department. The Chief needs to have empathy, professional fortitude, and an approachable style to navigate successfully, both internally and externally. Candidates with a strong track record of working with regional and local agencies are preferred. A positive history working with employee groups is a plus.

The Police Chief will be an accessible leader with strong communication skills who will encourage openness and inclusion. Coronado seeks a leader who is genuine and has a broad view that promotes the best interests of the City of Coronado and the community at-large. The ideal candidate will embrace strong community support for the Police Services Department and strive to meet Coronado's high expectations. The individual will value and collaborate effectively with the Executive Team of the City. Visible in the community, the Chief will recognize that they represent the Police Services Department and the entire City organization. The new Chief will be a highly ethical and respected professional.

The Police Chief must value diversity, equity, and inclusion. The Chief should be attuned to the residents and visitors within the City's boundaries and have a keen understanding of how policing affects people, organizations, and businesses.

## Education and Experience

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:** At least ten years of increasingly responsible law enforcement experience including four years of senior management and administrative responsibility.

**Education/Training:** Equivalent to a bachelor's degree from an accredited college or university with major course work in criminal justice, business administration, police science or a related field. Graduation from the FBI National Academy and/or a command college is desirable. A master's degree in one of these areas is desirable.

**Licenses and Certificates:** Possession of a valid Class C California Driver's License with a safe driving record. Possession of an appropriate, valid POST Management certificate.



# Compensation

The City of Coronado offers a competitive compensation package. The current Police Chief's salary range is **\$15,927.20 - \$18,943.72** monthly. Salary is negotiable depending on qualifications and experience.

## **The City offers an excellent benefits package including:**

**Retirement:** The City contracts with the California Public Employees' Retirement System (CalPERS), for the provisions of its retirement benefits, as set forth in the California Public Employees' Pension Reform Act of 2013. Participants enrolled in CalPERS after 1/1/13 are eligible for Local Safety 2.7% @ 57 (PEPRA Member) benefit formula. Participants enrolled in CalPERS prior to 1/1/13 are eligible for Local Safety 3%@ 50 (CLASSIC Member) benefit formula. CalPERS' reciprocal agreement with other eligible California public retirement systems may allow you to coordinate your benefits between two systems.

**Health Benefits:** The City currently provides a Cafeteria Benefit Plan with an allotment for Executive employees of \$2,303 per month for calendar year 2024 that can be used to help cover the cost of medical, dental, vision, supplemental life insurance, and ancillary benefits. Any remaining balance from the Cafeteria Benefit Plan can be designated to a health reimbursement account (HRA) for reimbursement of eligible health care expenses and/or deposited into a dependent care flexible spending account (FSA) for eligible dependent care expenses.

**Leave Benefits:** New Executive employees accrue 184 hours of annual leave (combined vacation and sick leave) per year, depending on years of qualifying service. After 6 years of service, the accrual will increase to 224 hours per year. Executive employees are eligible to receive lateral service credit for prior public sector experience.

**Administrative Leave:** The City provides Executive employees with 80 hours of administrative leave per fiscal year. Employees hired after July 1st of a fiscal year will receive a pro-rated amount.

**Holidays:** Executive employees receive eleven (11) paid holidays per year, in addition to 27 hours of floating holidays per fiscal year. In order to receive floating holidays, an employee must be employed by the City on July 1st of the fiscal year.

**Life Insurance:** The City provides Term Life coverage equal to one times the annual salary plus \$25,000 and Accidental Death & Dismemberment (AD&D).

**Short- and Long-Term Disability:** The City provides short- and long-term disability insurance equal to 66 2/3% of income. Employees that earn over the maximum benefit of \$5,000/month available under the long-term disability plan, have the option to purchase enhanced long-term disability insurance.

**Tuition Reimbursement:** The City provides up to \$2,000 per fiscal year for reimbursement of directly related cost of tuition, school fees, books, and required materials for approved courses. Additionally, tuition reimbursement can be used for student loan repayment.

**Uniform Allowance:** Newly hired, sworn employees will receive a \$1,200 credit to acquire uniform items in accordance with the Department uniform guidelines and a \$1,250 annual uniform allowance cash payment each year thereafter in August.

## To Be Considered

This is a **confidential recruitment** and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references **will not** be contacted until mutual interest has been established. Candidates are encouraged to **apply immediately, with the first review of resumes to begin following the application deadline of February 19, 2024**. Electronic submittals are strongly preferred to Ralph Andersen & Associates at [apply@ralphandersen.com](mailto:apply@ralphandersen.com), and should include a compelling cover letter and comprehensive resume.

Only the most highly qualified candidates will be invited for an on-site interview anticipated to be in March 2024. The selection process may also involve a supplemental questionnaire. The desired starting date for the newly selected Director of Police Services (Police Chief) is by Summer 2024.

Confidential inquiries are welcomed to David Morgan, Ralph Andersen & Associates, at (916) 630-4900.

***The City of Coronado is an Equal Opportunity Employer***

**[www.coronado.ca.us](http://www.coronado.ca.us)**