

# CITY OF OROVILLE POLICE AND FIRE FACILITY



# Chief of Police





## CITY OF OROVILLE CA

A growing, wonderfully diverse and hard-working community of over 20,000 residents, with a daytime population of approximately 40,000, the City of Oroville is in the foothills located within the long, flat expanse of the Sacramento Valley northwest of the Tahoe National Forest. With very warm, dry summers and mild winters, the city is considered the gateway to Lake Oroville and Feather River recreational areas. Lake Oroville, which is adjacent to the city, is the second largest lake in California and a heavy draw for recreational tourists. Regionally, a twenty-minute drive out of the town, across the suspension bridge that crosses Lake Oroville and up into the foothills, takes you into a dramatic landscape of forests, canyons, mountains, and swift-flowing rivers.

## CITY GOVERNMENT

Incorporated January 03, 1906, the City of Oroville is a Charter City with the legislative authority vested with a City Council; comprised of a Mayor and six City Councilmembers elected at-large every four years. The City Council selects and appoints a City Administrator to oversee the day-to-day administrative functions of the city. Additionally, the City Council selects and appoints the Police Chief to preserve and protect the health, safety and welfare of the residents within the City of Oroville.



## Collective Core Values

- Integrity & Honesty
- Professionalism
- Respect for Others
- Customer Service
- Open Communication
- Accountability
- Teamwork/Cooperation

## Mission Statement

The City of Oroville is dedicated to serving the public, ensuring the safety and vitality of the community, and promoting prosperity for all.

To learn more about the City of Oroville, go to: <https://www.cityoforoville.org/home>

## OROVILLE CA POLICE DEPARTMENT

The duty of the Oroville Police Department is to safeguard the lives and property of those we serve and to hold perpetrators accountable for their actions. Through community partnership, we promise to work diligently every day to reduce the incidence of crime and improve the quality of life. Our mandate is to do so with honor and integrity, while at all times conducting ourselves with the highest ethical standards to maintain public confidence. The Department consists of the Patrol and Traffic division, Parking Enforcement, School Resource Officer, K-9 Unit, and Community Service Officers, and Victim Advocacy. Currently, there are approximately 43 full-time employees in the Department.

## POLICE CHIEF

Appointed by and working under the general policy direction of the City Council, the Chief of Police plans, coordinates, organizes, and directs the department's activities in law enforcement and crime prevention; and provides highly responsible and technical staff assistance to the City Administrator and City Council. This position requires diverse experience in law enforcement practices and principle.

- Ensure the department provides courteous and expedient customer service to the general public and City department staff.
- Assume full management responsibility for all department services and activities including organizing, planning, coordinating, and directing personnel engaged in the apprehension, arrest and detention of law violators, maintenance of police records, and the regulation of traffic; directs the development of law enforcement codes and ordinances.
- Plan, direct, and coordinate the work of the Police Department to meet short and long-term public safety objectives in concert with the City Council's strategic priorities.
- Maintain departmental awareness of state-of-the-art developments and trends in management, technology, communications in the field of law enforcement.
- Review the evaluations of employee performance and provide effective training and mentorship to staff.
- Responsible for the preparation and administration of the Police Department's budget, maintaining appropriate budgetary controls.
- Confer with citizens and City officials on law enforcement problems and assist in the development of innovative municipal law enforcement policies.
- Forge effective professional relationships with other public safety officials; build and maintain positive working relationships with other departments, co-workers, community groups and the public.
- Cultivate positive community relations by interacting with civic and community groups.

## IDEAL CANDIDATE

The ideal candidate will be a collaborative, seasoned innovator who leads from a position of humility, compassion, and courage. The next Chief will be out in the community, meeting people, responsive, and sensitive to the community's needs; particularly our hard to reach and disadvantaged community partners. The ideal Chief leads by example, is transparent and an engaging team-builder who is able to lead a professional law enforcement agency engaged in proactive community-policing. The successful candidate will have excellent communication and interpersonal skills necessary to build positive working relationships and professional partnerships, and be a collaborative, inclusive, and ethical leader. The City's Chief of Police should be accessible to all, relate well

to the rank and file, lead with fairness, and embrace workforce diversity in recruiting and hiring. The successful Chief will provide consistent, honest and proactive communication up and down the chain-of-command. The successful Chief will be a champion of outreach into the community and able to cultivate successful relationships with community groups and civic leaders as well as neighborhood groups and associations. The ideal candidate should be apolitical, yet politically savvy. He/ She will work closely with the City Administration and City Council. He/She will have a track record as an effective change agent; motivational, proactive, innovative, and compassionate, as well as flexible and patient. The Chief's passion for police work in service to the community will be a hallmark of his/her daily endeavors.

## KEY ATTRIBUTES AND CHARACTERISTICS

- Humility. A steadfast leader who can serve with empathy and compassion.
- A leader who will set an example, be visible, and can build a community-focused environment while ensuring inclusiveness, transparency, and trust within the department and the city.
- Detail-oriented and accurate with the ability to articulate concepts and ideas clearly and directly.
- Politically astute. Understand and be cognizant of community perception and needs. Be an example to others by being accountable, setting a positive example, and setting a high standard of professional and personal integrity.
- Excellent communication and interpersonal skills; possesses humility, is honest, and cares about their community and the people he/she leads.
- A compassionate manager that provides staff support, takes an interest in employee growth and development, mentoring, as well as their physical and mental health.
- The ability to collaborate and build consensus and partnerships with outside agencies.
- A visionary leader who understands small town nuances and strives to achieve the City Council's long-term vision for its Police Department.







## APPLICATION PROCESS

**The final filing date is Friday December 17, 2021.**

To be considered, please submit a resume, cover letter, and five work-related references to:

<https://koffassociates.com/chief-of-police-3/>

For additional information, please contact:



**Koff & Associates**  
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## MINIMUM QUALIFICATIONS

- A bachelor's degree from an accredited college or university with a major course work in criminal justice, public administration, management or related field is required; master's degree preferred
- Ten (10) consecutive years of increasingly responsible experience in law enforcement
- Five (5) years of management/supervisory experience
- POST Certification

## COMPENSATION AND BENEFITS

**The salary range for this position: \$118,720 - \$170,000 with excellent benefits.**

**Administrative Leave:** 85 Hours per year

**Auto Allowance:** \$300 per month or take-home car

**Vacation:** 20 days per year max

**City Holidays:** 12 Holidays per year

**Sick Leave:** 12 Days per year

**Health Insurance:** 100% Paid medical, dental and vision, life and long-term disability insurance

**Technology Fee:** \$100 Per month

**Retirement:** CALPERS 2%@50 for Classic members and 2.7%@57 for PEPRAs members

**Deferred Comp:** City contributes 3% of base salary and match up to 2% additional; we have two 457 Deferred compensation vendors, Nationwide Retirement Solutions and Mission Square (formerly ICMA)

**Retiree Medical:** 100% of the lowest cost plan for employee only after 20 years of service and at least 5 years past CalPERS retirement age up to Medicare age

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Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Koff & Associates will report the results to the City. The City will then select candidates to participate in City interviews mid-January 2022. Extensive reference and background checks will be completed on the selected final candidate.

