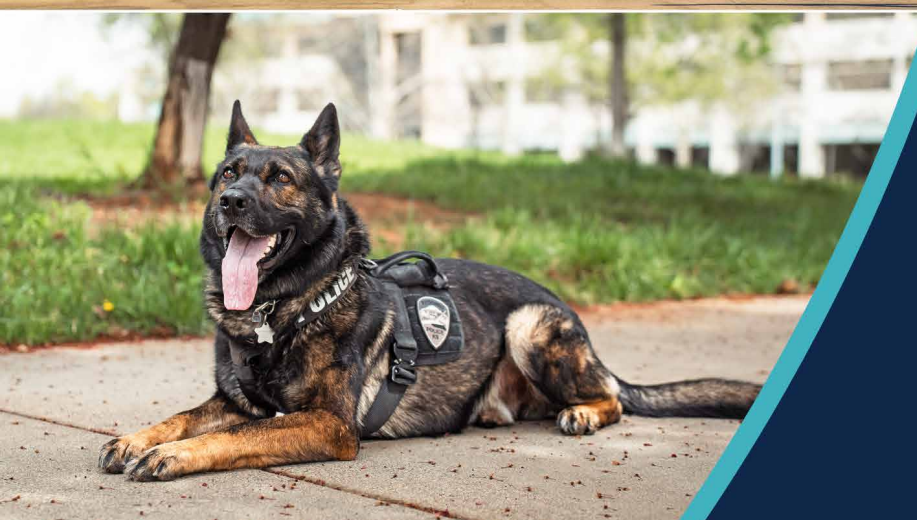




CITY OF
REDDING
CALIFORNIA



**CHIEF OF
POLICE**



 **BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Redding is the economic and cultural heart of Northern California's Shasta Cascade region and serves as the county seat of Shasta County. Covering approximately 60.7 square miles along the Sacramento River, the City is located about 162 miles north of Sacramento and 120 miles south of the Oregon border. Its strategic location provides easy access via Interstate 5, Amtrak, and Redding Regional Airport, connecting the City throughout California and beyond.

With a population of approximately 93,000 people, Redding continues to grow while maintaining a welcoming, community-oriented atmosphere. The area's roots trace back to the Wintu tribe, who inhabited the region long before European settlement. Modern development began in 1868 when Benjamin B. Redding, a land agent for the Central Pacific Railroad, established the area as a northern rail terminus. The City was incorporated on October 4, 1887, and has served as Shasta County's administrative center since 1888.

Redding offers a high quality of life with affordable housing, reputable schools, and abundant natural beauty. Residents enjoy year-round outdoor recreation, from scenic walks along the Sacramento River National Recreation Trail to boating on Shasta Lake and hiking in Whiskeytown National Recreation Area. Downtown Redding is compact and walkable, centered on Market Street, which features locally owned restaurants, coffee shops, and unique boutiques. The City blends small-town friendliness with economic vitality, making it an attractive place for families, professionals, and retirees.

THE ORGANIZATION

The City of Redding operates under a Council-Manager form of government, combining elected leadership with professional management. The City Council sets the vision and policy direction for the community, while the City Manager leads the organization's day-to-day operations and delivery of public services. The Redding City Council consists of five at-large, elected members serving staggered four-year terms and representing the interests of the community.

The Redding Police Department is committed to protecting life and property, preserving public safety, and strengthening partnerships throughout the community through professional, ethical, and service-oriented



policing. The department serves the residents, businesses, and visitors of Redding with a strong emphasis on accountability, transparency, innovation, and community trust.

The department provides a full range of law enforcement services, including patrol operations, criminal investigations, traffic enforcement, crime prevention, emergency response, community outreach, and specialized public safety programs. Through collaboration with local, regional, and state agencies, the department works proactively to address evolving public safety challenges while maintaining responsive and effective service delivery.

The Redding Police Department values professionalism, integrity, respect, and teamwork and strives to foster positive relationships between law enforcement and the community it serves. Department personnel are dedicated to creating safe neighborhoods, supporting community engagement initiatives, and implementing modern policing strategies that enhance public confidence and organizational excellence.

THE POSITION

Reporting to the City Manager, the Chief of Police provides strategic leadership and executive oversight for all Police Department operations and personnel. This position is responsible for planning, organizing, directing, and evaluating departmental activities, including law enforcement operations, policy development, personnel management, budgeting, community engagement, and long-range organizational planning.

Key responsibilities include:

- Directing department operations in law enforcement and crime prevention



- Coordinating activities with City departments and outside law enforcement agencies
- Developing and enforcing departmental policies, procedures, and modern policing practices
- Preparing and overseeing departmental reports and operational reviews
- Managing personnel policies, recruitment, promotions, training, and disciplinary recommendations
- Leading departmental budgeting and long-range planning efforts
- Representing the department in civic, professional, and community relations activities
- Investigating citizen complaints and ensuring compliance with laws and City policy
- Strengthening police-community partnerships and collaborative problem-solving
- Attending local, regional, and state law enforcement meetings and conferences

The successful candidate will provide strong leadership while maintaining a visible and engaged presence throughout the community.

THE IDEAL CANDIDATE

The City of Redding is seeking an experienced law enforcement executive with demonstrated success in organizational leadership and development, community engagement, and strategic planning to be the Chief of Police. The next Chief of Police will be a collaborative, ethical, and forward-thinking leader who values transparency, accountability, and professional excellence.

Successful candidates will possess:

- Strong leadership and management experience in a law enforcement environment
- Knowledge of modern policing practices and police administration
- Expertise in crime prevention, investigations, patrol operations, traffic enforcement, and public safety operations
- Strong experience in Financial Management and Business Process
- Excellent interpersonal, written, and verbal communication skills



- The ability to build trust and maintain productive relationships with employees, elected officials, community organizations, and residents
- Experience developing sound departmental policies and operational strategies
- Strong budgeting and personnel management capabilities
- A commitment to community-oriented policing and public service

The ideal candidate will be approachable, decisive, and capable of guiding the department through evolving public safety challenges while fostering innovation and operational excellence.

EDUCATION & EXPERIENCE

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying. Typical qualifications include:

EDUCATION

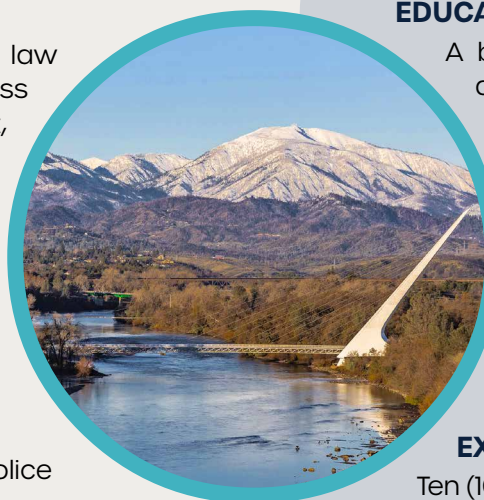
A bachelor's degree from an accredited college or university in Public Administration, Business Administration, Criminal Justice, or a closely related field. A master's degree, graduation from Command College or the FBI Academy is preferred.

EXPERIENCE

Ten (10) years of progressively responsible command and management experience in a law enforcement agency.

SPECIAL REQUIREMENTS

Possession of a California P.O.S.T. Management Certificate.



Possession of an appropriate California driver's license, or the ability to obtain one within ten (10) days of appointment.

COMPENSATION

The City of Redding offers an attractive compensation and benefits program. \$221,904 - \$288,480 is the range for this position annually, DOQ/DOE, with a competitive benefits program including:

Uniform allowance - \$1,300 annual uniform allowance.

Retirement - 3% at age 55 retirement formula for Classic PERS members; or 2.7% at age 57 based on provisions of the California Public Employees' Pension Reform Act of 2013 (PEPRA).

Health Insurance - Excellent medical, dental, vision, and EAP benefits are offered through the City. The City offers two generous medical plans and provides an employer contribution to cover most of the premiums. Medical, Dental, Prescription, and Vision Care are offered to all regular employees and their eligible dependents.

Other Insurance - Group Life and Long-Term Disability Insurance.

Stipends - \$25 technology stipend per month. Take home vehicle provided.

Flexible Spending Account - Employee contribution available.

Deferred Comp - 457 Deferred Compensation Plan on a voluntary employee contribution basis.

Vacation & Holidays - 80-200 hours per year with accrual rate based on city years of service. New employees begin at 80 hours per year; 13.5 designated holidays per year.

Annual Leave - Up to 80 hours of administrative leave annually, subject to City Manager approval, and 96 hours of sick leave per year. Leave hours are prorated for new hires.

Moving Expenses - The City of Redding can assist with moving expenses.

TO APPLY

To be considered for this position, please submit apply online at:

www.bobmurrayassoc.com

Filing Deadline:

September 27, 2026, 11:59 pm PST

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates.

A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Redding.

Candidates will be advised of the status of the recruitment following selection of the Chief of Police. If you have any questions, please do not hesitate to call:

Mr. Ian Schmutzler
(916) 784-9080



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