CITY OF VISALIA
CAREER OPPORTUNITY

Chief of Police

ANNUAL SALARY
$204,836 - $241,160

DEADLINE: OCTOBER 22, 2026

A better way of **living**.

If work-life balance is important to you, consider living in a thriving community that offers some of the most affordable housing in California and the typical commute time is less than 20 minutes. One of the 200 largest cities in the United States with a population of over 148,000, Visalia offers small town charm with metropolitan amenities. Visalia has high-quality healthcare, a flourishing arts community, local theatre companies, a downtown convention center, and many fine dining establishments.

Visalia has a diverse economy that offers opportunities for families to live in the Golden State while also getting the quality-of-life families deserve.

The City has many community parks, organized team sports, a municipal golf course, a private country club, a family-oriented regional sports park, and numerous outdoor and recreational activities. Located in the heart of California's San Joaquin Valley, Visalia offers the best location in California to experience all the natural wonders of the state from an affordable and accessible central location.

Our strong sense of community and social well-being keeps Visalians happy, healthy and moving forward. Come discover all Visalia has to offer!

VISALIA

Find out more and apply
at **visalia.gov/careers**

VISALIA
FOUNDED 1852
GATEWAY TO THE SEQUOIAS
POLICE

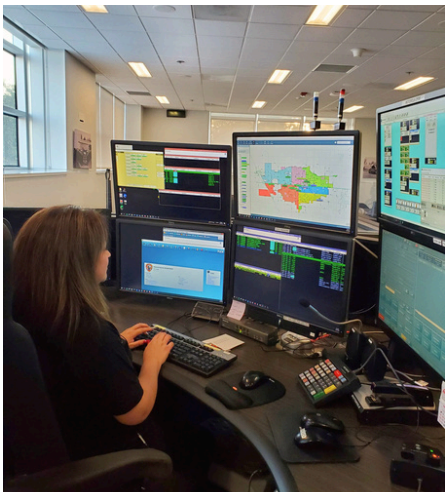
Rendering of the new Public Safety Administration and Evidence buildings.
** Coming Fall 2027*

THE VISALIA POLICE DEPARTMENT

The Visalia Police Department has proudly served our community since 1923. Today, we are a full-service law enforcement agency dedicated to protecting the safety and well-being of more than 148,000 residents across 37 square miles. Our team includes 257 full-time employees, with 169 sworn officers committed to making Visalia a safe, thriving place to live.

Join a department that's investing in the future of public safety. Visalia's new Civic Center will bring together modern, purpose-built facilities including a new Public Safety Building, dedicated police processing and evidence/storage spaces, expanded training areas, enhanced emergency operations capabilities and plans for a Real Time Information Center. Together with the already-operational Visalia Emergency Communications Center, these upgrades create a more connected, efficient, and technology-driven environment for police and fire services.

The Visalia Police Department is committed to proactive policing, embracing new technologies, and strengthening partnerships with our community to address crime and enhance quality of life. We are honored to serve Visalia through professional police services and by building positive, trusted relationships with those we protect.



THE DIVISIONS

The Administrative Division
Consists of the Records Unit and the Professional Standards Bureau which oversees records management, court and subpoena services, personnel, hiring, policy, and training.

The Operations Division
Consists of the Patrol Bureau and the Communications Unit. The Operations Division provides patrol, traffic, commercial, and vital communication and coordination support for the Department. In 2024, the Department fielded 129,325 police calls for service. In 2025, the Department fielded 126,208 police calls for service. The Patrol Bureau operates out of two District Substations, one in each policing district. The Communications Unit operates out of the newly constructed Visalia Emergency Communications Center at the heart of our new Civic Center.

The Operations Support Division
Consists of the Investigations Bureau and the Special Enforcement Bureau. It provides crime analysis, crime lab, digital evidence, property and evidence, youth services, property crime, violent crime, gang and narcotics enforcement for the Department, including two joint task forces with the California Highway Patrol and California Department of Justice.

THE VPD WAY – INTEGRITY, SERVICE, FISCAL RESPONSIBILITY, OUR PEOPLE

THE OPPORTUNITY

After more than three decades of dedicated service to the City of Visalia, including 12 years as Chief of Police, the current Chief will retire, creating a unique opportunity for an accomplished law enforcement executive to lead the Department into its next chapter.

The City of Visalia is seeking a seasoned and forward-thinking law enforcement professional who values the Department's history and strong foundation while bringing fresh perspective, innovation, and vision to its continued success. This is an opportunity to lead a respected Police Department, build upon established strengths, and help shape the future of public safety and service in a growing and diverse community.

IDEAL CANDIDATE

The ideal candidate for this executive, at-will leadership position will be a seasoned law enforcement professional committed to serving the community with integrity, vision, and purpose. This individual will be energized by the opportunity to lead a modern Police Department, enhance public safety, and foster a culture of professionalism, accountability, and trust.

A strategic and forward-thinking leader, the successful candidate will embrace innovation in policing and encourage continuous improvement. They will be visible, approachable, and highly communicative, with the ability to inspire confidence, strengthen organizational performance, and thoughtfully guide the Department as it continues to evolve.

The new Chief will establish strong working relationships with City Management, City Council, command staff, employees, community members, and partner agencies, while ensuring Department priorities support the City's mission, values, and long-term vision. They will bring sound judgment, political awareness, and composure to sensitive personnel matters, internal investigations, discipline, critical incidents, and other high-pressure situations.

Strong executive and administrative skills, including responsible stewardship of the Department's budget and resources, strategic planning, personnel management, and organizational development, will complement their leadership. Above all, the successful Chief will be a trusted, ethical, and collaborative partner who builds on what has made the Department successful, brings people together around a shared vision, and thoughtfully positions the organization for its future.

EDUCATION & EXPERIENCE

Any combination equivalent to experience and education that could likely provide the required knowledge, skills and ability is qualifying. A typical way to obtain the knowledge, skills and abilities would be:

- Five years (5) of increasingly responsible professional and administrative experience in all major phases of law enforcement, including at least three years (3) in a responsible middle management capacity.
- Possession of a Bachelor's Degree from an accredited college or university in business or public administration, criminology, police science or other related field, a Master's Degree is preferred.

SPECIAL REQUIREMENTS

- Possession and maintenance of a valid California Driver's License with a satisfactory driving record.
- Possession of a Management and/or Executive Certificate issued by the California Commission on Peace Officer Standards and Training (POST) or ability to satisfy California POST requirements by time of appointment.
- Completion of advanced training such as POST Command College, Senior Management Institute for Policing, California Police Chief's Association (CPCA) Executive Leadership Insitute, or the FBI National Academy, is desirable.
- Must be able to pass a POST background check.
- Possession of and maintain firearms qualification.

SALARY & BENEFITS

Annual Salary $204,836 - $241,160

The City of Visalia offers a competitive total compensation package that includes:

Experience Incentive: Based on years of full-time service, the Chief of Police may receive an experience incentive as a percentage of base wages: 2.5% at 5+ years, 10+ years, 15+ years, and 20+ years. Prior relevant local government experience may be considered for determining years of service for experience incentive at the sole discretion of the City Manager.

Certificate Pay: Up to 5% for POST Certificate Pay (3% for maintaining Intermediate POST Certificate and an additional 2% for maintaining Advanced POST Certificate).

Uniforms and Uniform Maintenance: $1,100 annual uniform allowance for the provision and maintenance of appropriate uniforms and equipment.

Vehicles/Vehicle Allowance: A City vehicle is assigned for take home use.

Cell Phone: City-issued cell phone or a $75 per month reimbursement allowance for use of their personal cell phone.

Holidays: (11) paid holidays and one (1) floating holiday per year.

Vacation: Accrues 80–160 hours annually. Qualifying prior public-sector service may be counted toward accrual. Employees are eligible for vacation leave usage after six (6) months of service.

Sick Leave: Regular full-time employees earn 96 hours of sick leave per year, accrued on a pay period basis. Employees are eligible for sick leave usage after three (3) months of service.

Administrative Leave: Employees receive 80 hours of administrative leave each calendar year, credited in January. Up to 56 unused hours are automatically paid out on the first paycheck in December. Employees hired after June 30 receive 40 hours of administrative leave for the remainder of the year.

CalPERS Retirement: Competitive Local Safety retirement benefits, including 3% @ 50, 3% @ 55, or 2.7% @ 57, based on applicable CalPERS membership status and eligibility.

Employee Benefits Information: Review full benefit details at www.visalia.gov/employeebenefits.

VISALIA
A BETTER WAY OF LIVING

HOW TO APPLY

To express your interest in this exceptional career opportunity, visit the City's website at www.visalia.gov/careers to submit your cover letter, resume, and job application online.

Application deadline:
Thursday, October 22, 2026 5:00 PM

Apply Now!

SELECTION PROCESS

The selection process will include an assessment and panel interview(s) on October 29th. Candidates advancing from the panel interview(s) will be notified shortly thereafter regarding the next step in the process, which will include a second interview scheduled for mid-November.

For questions, please contact:
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559.713.4575