

CHIEF OF POLICE



**ATWATER POLICE DEPARTMENT
CITY OF ATWATER, CALIFORNIA
ANNUAL SALARY: \$150,750.41 - \$192,399.97
DOE/DOQ**

POLICE CHIEF

The City of Atwater, California, is seeking a dynamic and experienced leader to serve as its next Police Chief. This position will provide strategic leadership and direction for the Atwater Police Department, ensuring the delivery of high-quality public safety services. The Atwater Police Department has an annual budget of approximately \$9.5 million and a dedicated staff of 40. The ideal Police Chief has strong interpersonal skills and the ability to be a warm, engaging, vibrant, knowledgeable resource for community members. Lead a dedicated professional team committed to making Atwater a safer place for all residents – apply today!



THE CITY

Positioned in the picturesque landscape of Central California, the City of Atwater provides a captivating community experience, drawing residents seeking a fulfilling lifestyle. Atwater spans approximately 6.1 square miles and is home to approximately 33,000 residents. Locals treasure nearby gems, such as the historic Castle Air Museum, offering a captivating journey through aviation history, and the Rancho Del Rey Golf Club, providing a scenic haven for golf enthusiasts. Atwater boasts a lively downtown area, adorned with charming cafes and boutique shops that infuse character into the city's dynamic local scene.

Moreover, Atwater is within a two-hour drive of Yosemite National Park, adding an extraordinary natural wonder to the list of accessible attractions. Atwater shares its boundaries with the neighboring City of Merced, renowned for attractions like the scenic Applegate Park and Zoo. With its welcoming, inclusive ambiance and diverse offerings, Atwater stands out as a place where every corner invites exploration and fosters a profound sense of community.

THE CITY GOVERNMENT

The Police Chief reports to the City Manager, who is appointed by an engaged five-member City Council to conduct the business of the City. The Council is responsible for approving budgets for City operations, approving major projects, and providing guidance for actions which affect the quality of life for residents.



THE CITY'S CORE VALUES

Integrity	Transparency	Respect	Responsiveness
Collaboration	Diversity	Innovation	Customer Service

The City of Atwater has over 100 full-time staff members and manages an approximate annual budget of \$90 million. The City is comprised of six (6) departments that provide essential services, including: Community Development, Finance, Fire, Human Resources, Police, and Public Works. The Police Chief works collaboratively with these departments and oversees all law enforcement services, including patrol, detectives, records, dispatch, and code enforcement.

THE CITY OF ATWATER'S STRATEGIC VISION

The City of Atwater is a regional leader in sustainable development offering a safe and welcoming community with a thriving downtown and stable economy that supports our growing population.

2024-2025 adopted budget:

<https://www.atwater.org/wp-content/uploads/2024/06/FY-24-25-Final-Budget-6-10-24-1.pdf>

THE JOB / THE IDEAL CANDIDATE

The Atwater Police Department is a highly professional force. It comprises sworn officers, including patrol officers, detectives, and command staff, as well as civilian personnel who support administrative and operational functions. As a community-focused law enforcement agency, the Atwater Police Department emphasizes the importance of building strong relationships with the public, fostering trust, and promoting transparency. The department is structured to handle a wide range of law enforcement duties, from routine patrols to complex investigations. The mission of the Atwater Police Department is to protect and serve the community by upholding the law, safeguarding citizens' rights, and ensuring public safety. The department strives to do this through community-oriented policing, proactive crime prevention, and a commitment to justice.

The City of Atwater is seeking an experienced, collaborative, and community-oriented leader who will inspire confidence and trust from the community, as well as earn the respect of both sworn and civilian employees. They will possess excellent technical abilities in budget administration with proven experience as a leader and mentor. The successful candidate will have a strong vision and strive to have a direct impact on economic development, grant funding, and overall city governance.

The Police Chief will be ethical, hardworking, innovative, and strategic. The successful candidate will demonstrate exemplary emotional intelligence, value community feedback and employee engagement, and possess a desire to serve the City as a long-lasting and enthusiastic Police Chief!

The ideal candidate will demonstrate the following core competencies...

- **Integrity:** Upholds the highest ethical standards in all actions and decisions.
- **Respect:** Treats all individuals with dignity and respect, recognizing the diverse needs of the community.
- **Professionalism:** Dedicated to maintaining a high level of professionalism and accountability.
- **Flexibility:** Able to adapt their thinking to changing circumstances, new information, or unexpected challenges.
- **Presentation Skills:** Confident as a public speaker, while presenting information to the City Council and the public.
- **Business Thinking:** Sees the City's departments and programs as a series of interlaced services; understands how decisions affect different aspects of the city's business.
- **Culture Creation:** Demonstrates an ability to bring people together and encourage positive collaboration, recognition, and constructive organizational culture.
- **Customer Service:** Committed to serving the public with compassion, responsiveness, and a focus on problem-solving.

Challenges and Opportunities:

As with many law enforcement agencies, the Atwater Police Department faces challenges such as budget constraints, evolving public expectations, and the need to address crime effectively in a growing city. However, these challenges also present opportunities for innovation, collaboration, and leadership. The next Chief of Police will have the chance to shape the future of the department and build on its successes while addressing these challenges head-on. Challenges and opportunities the new Police Chief will face include:

- Providing quality community service in a challenging budget climate.
- Assisting the City in the evaluation of development impact fees and infrastructure costs and consider options to meet the department's needs in the future.
- Reviewing and eliminating ordinances, policies and procedures that are unnecessary and redundant.
- Implementing best policing practices to reduce crime and increase community trust, including supporting alternative response models.
- Continued development of video policing as a supplement to traditional models.
- Transitioning to a collocated 911 communication center with Merced County Sheriff.

EMPLOYMENT STANDARDS

- **Education:** Graduation from an accredited college or university with a bachelor's degree in criminal justice, public administration, or closely related field.
- **Experience:** Ten (10) years of increasingly responsible professional experience in Municipal, County, or State law enforcement including three (3) years in an administrative management capacity, with the minimum rank of Lieutenant, in a Municipal, County, or State law enforcement agency.
- **Driver's License:** Possession of a current California driver's license.

DESIRED QUALIFICATIONS

Education: Master's degree in public administration, business administration, or a closely related field.

Experience: Graduation from a Peace Officer Standards and Training (POST) Law Enforcement Command College, and/or Federal Bureau of Investigation (FBI) National Academy, or equivalent leadership training course.

SALARY AND BENEFITS

The salary range is \$150,750.41 - \$192,399.97 DOE/DOQ annually, plus a generous benefits package which includes:

- **Health/Dental/Vision:** City provides a contribution to medical, dental, and vision benefits. For those who do not select the City's medical plan, there is a monthly cash-in-lieu of benefit up to \$600.
- **Retirement:** City participates in the California Public Employees' Retirement System (CalPERS) with a 3% at 50 formula.



- **Administrative Leave:** 10 days per year.
- **Vacation:** 10 days per year.
- **Holiday:** 13 days per year.
- **Sick Leave:** 12 days per year.
- **Cell Phone:** City will provide cell phone.
- **POST Incentive Pay:** An additional 2.5% of base salary for possession of a valid POST Executive Certificate.
- **Education Incentive Pay:** An additional 2.5% of base salary for possession of a master's degree from an accredited college or university in criminal justice, public administration, or related field

HOW TO APPLY

For consideration, apply at <https://www.governmentjobs.com/careers/atwater> no later than October 3, 2024.

SAVE THE DATES

Only the most qualified candidates will be invited to attend an interview tentatively scheduled on October 17, 2024. The top three candidates from the first interview will move forward to second interviews tentatively scheduled on October 24, 2024. Candidates must be available for both dates.

Please contact Jana Sousa, Human Resources Director with any questions:

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- (209) 357-6204 (direct)