



# CHIEF OF POLICE

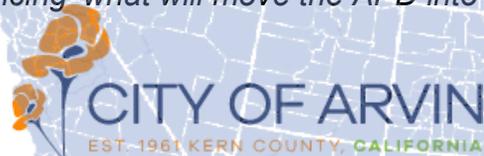
POPULATION: 20,000



## The Opportunity

*The City of Arvin is looking for a community-driven, law enforcement leader to become the City's next Chief of Police.*

*The next Chief will have the opportunity to lead a team of 24 law enforcement and support professionals, and provide a vision on modern 'community policing' what will move the APD into the future.*



CALIFORNIA'S...

'GARDEN IN THE SUN'

## The Ideal Candidate

- ◇ *Ethical and of High Integrity*
- ◇ *Locally & Regionally Collaborative*
- ◇ *Team-Builder & Community Leader*
- ◇ *Culturally-Sensitive & Interpersonal*
- ◇ *Accountable, Effective Communicator*
- ◇ *Diplomatic & prudent conflict manager*
- ◇ *Technically-skilled, Educated & Experienced*

APPLY BEFORE DECEMBER 14TH



**MUNICIPAL SOLUTIONS**®

EFFICIENCY. TECHNOLOGY. SAFETY.

# HISTORY



Local Agriculture



New Residential Development

Arvin’s history begins at the dawn of the 20th Century. Pioneer storekeeper **Arvin Richardson** - son of the Richardson Family who settled early San Bernardino. The name “**Arvin**” was chosen among several other names including Bear Mountain and Walnut. Because other names proposed were already used in other parts of California, “Arvin” it was.

The **first Post Office** was established in 1914 by **Birdie Heard** - a woman who set up the first Post Office in her living room - which was later moved to the General Store - which doubled as **Arvin’s first public library** until the **Kern County Library System** was established in 1927.

Arvin experienced its initial development with discovery of oil in the 1930s and the construction of oil wells. Although production peaked in 1936, the **Mountain View Oil Field** produces 400+ barrels daily, has produced + 90 million barrels of crude oil, and is one California’s few inland oil fields.

In 1939, Arvin’s **first newspaper, Arvin Tiller** was published. **Arvin’s first High School** was built in 1949 .

During the **Great Depression**, Arvin was dramatically impacted by its effects. Thanks to **President Franklin Roosevelt’s New Deal** plan, Arvin opened a Migratory Labor Camp in 1937 which helped migrants coming from the Eastern US to find jobs and help Arvin recover. This agricultural camp was considered as a complete success and a model that other cities would follow afterwards. To this day, the local economy relies heavily on agriculture, but that is changing.

In 2025, Arvin’s allure is its family-friendly, agricultural traditions, and its potential as a ‘community’ city on the cusp of significant growth, investment and renewal. Arvin provides every resident and visitor the opportunity to **live the California Dream!**

## Geography



Arvin

Southern California is home to the City of Arvin. Located in Kern County just 86 miles north of Los Angeles at the south end of the **San Joaquin Valley, Sierra Nevada Range** and the **Sequoia National Forest**. The **Tehachapi Mountains** and historic **Tejon Ranch** are to the south, and the **Temblor Range, San Andreas Fault, and Carrizo Plain National Monument** are west of Arvin. *City limits: 4.9 square miles. Residents: 21,249.*



- Cities within a few hours’ drive include:**
- Bakersfield** (20 min)
  - Los Angeles** (90 min)
  - Anaheim** (2 hrs)
  - Fresno** (2 hrs)
  - Santa Barbara** (2.5 hrs)
  - Las Vegas** (4 hrs)
  - San Diego** (4.5 hrs)
  - San Francisco** (4.5 hrs)
  - Lake Tahoe** (6.5 hrs)
  - Phoenix** (7 hrs)

# DEMOGRAPHICS

## TRANSPORT

### International Airports

Several international airports serving residents of Arvin are within 90 minutes drive. They include Burbank (BUR), Fresno Yosemite (FAT), Los Angeles International (LAX) and Ontario / San Bernardino (ONT). Major carriers include: **AeroMexico, Air Canada, Air France, Allegiant, Alaska, American, China, Delta, Frontier, Hawaiian, JetBlue, KLM, Lufthansa, Qatar, Southwest, United & Virgin Atlantic**, providing direct access to +200 US & international markets.



Hollywood Burbank Airport

## POPULATION

According to the 2020 US Census, 21,005 people call Arvin home. The City has a total area of 4.9 square miles (12.69km<sup>2</sup>), with a 15-20 sq/mi potential growth area. There are an estimated 4,864 households of 4.34 persons per household, and 49% owner-occupied housing units.

## AGE DISTRIBUTION

The median age in Arvin is approximately 24.9 years. The largest youth segment is children under age 15, representing about 31.4%; Young Adults (ages 15-24) make up 18.7%, and Adults ages 25-44 account for 26.8%. Ages 45-64 comprise 17.5%, and the senior population (65+) is small at around 5.5%.

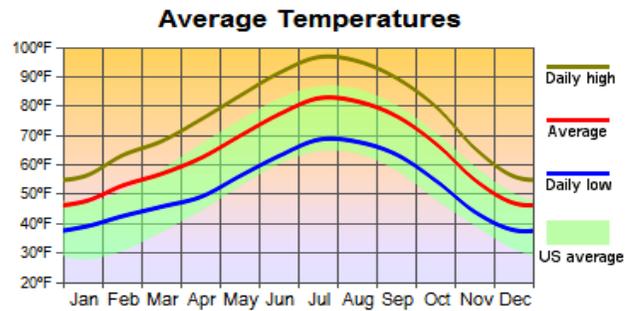
2025 POPULATION by AGE	
AGE GROUP	PERCENT
<5	9.97%
5-17	<b>26.35%</b>
18-24	12.97%
25-34	14.79%
35-44	13.35%
45-54	10.47%
55-64	6.07%
65-74	2.8%
75+	1.67%

## COST OF LIVING & PROPERTY

**Arvin's cost of living index of 99.9** is 33% lower than the California average of 149. Arvin / Kern County remains one of the most affordable real estate markets in California. Current estimates put the **Median Home Price in Arvin was \$270,800 - 30-35% below the state average of \$733,500.** Rental options range from \$700 (studio), \$1,090 (2-BR apartment), and \$1,300 to \$1,700 for a 3-4 BR homes. Current vacancy rates are 1.5% (homeowner) and 5.2% (rental).

## CLIMATE

Arvin has a hot, semi-arid (steppe) climate. The area receives an average of 54 days of rain per year (6.2 inches), with most rain falling between late Fall and early Spring; February is typically the wettest month. Summers are hot and dry, while winters are cool and relatively mild. Temperatures typically range from 39–60°F (Winter), and 71–99°F (Summer). Humidity averages near 50%. The city lies on floor of the San Joaquin Valley at 449 feet above sea level.



## MEDIAN INCOME

The median household income in Arvin has risen to about \$49,984 (4.1% annual growth) as of 2023. Meanwhile, the median household income in the State of California is about \$100,600 for 2024. Arvin's median income is roughly 50% lower than the state average.

## ETHNIC COMPOSITION, EDUCATION

Arvin is a Hispanic community. 94–95% of residents identify as Hispanic or Latino. White, African American or Asian (non-Hispanic) residents make up a single-digit share of the population.

Educational achievement among adults age 25 and over, only about 45% are high-school graduates or higher, and roughly 4–5% hold a Bachelor's Degree or higher, compared with 84% and 36% respectively for California overall. Less than 1/2 of Arvin's adult population has a high-school diploma.

## COMMERCE

Arvin is home to a long-established agricultural economy, which provides revenues to thousands of families. The local economy employs more than 7,000 people and is home to several logistics hubs providing 800 jobs in retail trade, 500 jobs in health care, social assistance, oil & gas extraction, manufacturing and mining - one of the highest paying industries in the area.

With 100s of annexable property and development-ready commercial property on main street, Arvin is poised to expand and develop!

## Top 10 Principal Employers

Rank	Employer	FTEs
1	Arvin Union School District	>500
2	Kern Ridge Growers LLC	275
3	Grimmway Arvin Organic	226
4	Arvin High School	192
5	Vallarta Supermarkets	160
6	Grow Academy	100
7	Evergreen Arvin Healthcare	99
8	Sandusky Cabinets	65
9	Arvin-Edison Water Storage District	51
10	City of Arvin	44

## CITY GOVERNANCE

### FORM OF GOVERNMENT

#### *The City Council*

Arvin is a Charter / Home-Rule, Council—

Manager form of Government comprised of 5 City Council members elected at-large. Mayor and Council members serve 4-year terms offset every 2 years and must live within City limits.

The Council serves as the governing body of the City and sets policies that protect the health, safety, welfare and quality of life of residents & visitors. Council members are quite familiar with and deeply-connected to the community. The Mayor and 2 Council Members are native Arvinians, while two members have resided in Arvin 20+ years.



- ◆ **Mayor Olivia Calderon** | Elected Nov 2024. Term expires 2028. *Arvin native*. CEO, non-Profit leader. Deep roots in Kern Co. Late mother was Arvin’s first elected woman Mayor.
- ◆ **Mayor Pro Tem Susana Reyes** | Appointed Apr 2021, Elected 2022. Term expires Nov 2026. *Resident 21 yrs*. Executive Assistant to the School Superintendent.
- ◆ **Donny Horton** | Appointed 2019. Elected 2022. 2nd term expires Nov 2026. *Arvin native*. Instructor for migrant program.
- ◆ **Jaime Perez** | Elected Nov 2024. Term expires 2028. Construction, Restauranter, Real Estate.
- ◆ **Tim Tarver** | Elected Aug 2025; Partial term expires 2026. *Arvin native*. High School girls basketball coach.

# CITY MANAGEMENT

## The Management Team

Arvin's Management Team is dedicated to operating at a high standard of excellence and limited financial resources. The Management Team consists of 7 professionals managing 47 employees daily:

- ◇ **City Manager** 8 years w/ City;
- ◇ **City Clerk** 15 years w/ City;
- ◇ **Public Works Supervisor** 9 years w/ City;
- ◇ **Director of Finance** (performed by City Manager);
- ◇ **City Engineer** 5 years w/ City;
- ◇ **HR Administrator**, (contract);
- ◇ **City Attorney** (contract, 2 months);

**Other Service Contracts:** Building Inspection, Solid Waste Management / Recycling and IT.

The City Manager has been with the City for 8 years and was appointed City Manager in 2021. The Police Chief reports to the City Manager per [City Code 2.06](#).



## COUNCIL GOALS FOR THE ARVIN POLICE DEPARTMENT

- ◇ Ethical Leadership
- ◇ Succession Planning
- ◇ Lowering overall crime
- ◇ Efficient Operations & Structure
- ◇ Empathy, Integrity & non-Political
- ◇ Effective Communication & Reporting
- ◇ Community Policing in the local context
- ◇ Retention, Mentoring & Training
- ◇ Continuation of Interagency Partnerships
- ◇ Accountability, Discipline, Servant-leadership

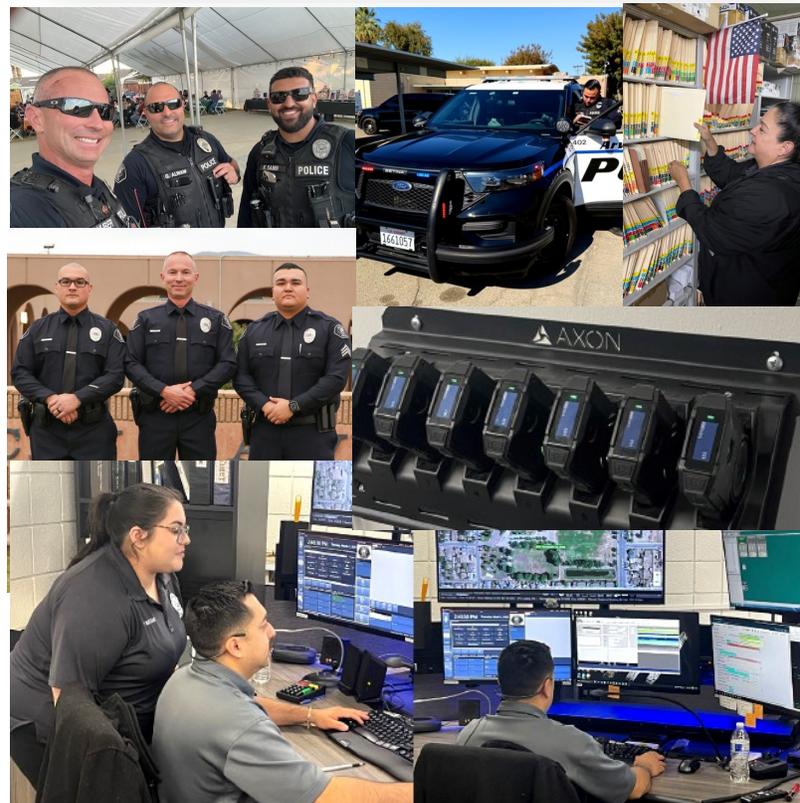
# THE POLICE DEPARTMENT

## The Chief of Police



Retaining a local Chief in addition to local officers is a goal for the City in order to overcome continuity and retention challenges. Over 20 years, 5 fulltime Chiefs and 4 interim Chiefs have worked to offer superior service and protection for residents and merchants. The average tenure in Arvin for a Police Chief has been 2.8 years. Creating a relationship of longevity with the Chief and its officers is a priority.

City leadership and residents are anxious to support a Chief *long-term* while he / she regenerates the Department to be more effective, efficient, professional and sustainable.



# STAFFING & ORGANIZATION

The following needs, challenges, opportunities and priorities were assembled through interviews with elected officials and Police Department staff. They are provided to potential candidates to reflect on how their professional experience could be of value to the Police Department and community of Arvin.

# OPPORTUNITIES, CHALLENGES & PRIORITIES

## Attrition, Retention & Internal Culture

Department employees report the urgent need for an improved internal culture and support from elected officials. Several positions are understaffed and some officers are interviewing with other departments or preparing to transfer to other agencies. Re-establishing an effective internal team environment and working relationship with elected officials and the City Manager, and creating a Succession Plan for the Department will be a priority.

## Ethical Leadership & Empowerment

Timely communication with the City Manager and City Council is essential. Public speaking is expected and monthly reports on local LEO efforts will be valued. An ethical Chief who can work with elected officials *collectively* will strengthen relationships.

## High Performance / Process Improvement

Opportunities to improve the Department's *systems, tools, policies, procedures, processes, and performance* exist. A Chief with a toolbox of 'Best Practices' will be a valued leader.



[2023 Police Department Statistics & Council Presentation](#)

## Vision, Goals & Strategy

The new Police Chief is invited to assist the Management Team and City Council to develop a strategic vision for the community, re-evaluate workflows, systems and processes to achieve greater efficiency, effectiveness and sustainability.

## Coaching, Mentoring, Team-building

Department employees have expressed a strong desire for a Chief who can 'harmonize' and strengthen the Law Enforcement *internally and externally*. A Chief who can serve as a Coach, Advisor, and Mentor who values the time, inputs, efforts, and passion of Department employees will be highly valued.

## Community Engagement

A Chief who embodies and teaches the key principles of 'Community Policing' by getting to know local residents, for officers to become part of the community, and who is personally invested in local activities and community affairs will be appreciated.

## Strategic / Tactical Planning & Innovation

With new commercial and residential growth, the Police Department's operations need to be effective, efficient, strategic, tactical, innovative and sustainable to assure a high-quality law enforcement services can be provided into the foreseeable future.

## Best-available-technologies

Using affordable and effective technologies to significantly reduce risk and save lives, preserve evidence, and maintain legally-required documentation is always a highest paramount concern to public agencies nationally and locally.

## ARVIN POLICE DEPARTMENT STATISTICS FOR 2023<sup>^</sup>

◇ Calls for service	15,234
◇ Priority Response time	2:24
◇ Traffic Stops	2,308
◇ Animal Control Incidents	1,051
◇ Moving Citations	587
◇ Arrests Made	276
◇ DUIs	63
◇ Mental Health-related Call	48
◇ Narcan Deployment w/ life-saving Reversals	6

<sup>^</sup>Sample only. Get the [full report here](#).



## The Ideal Candidate

### Excellent Communicator

A high-level of verbal and written communication is required.

Quality candidate abilities include:

- ◇ *effectively communicates with administration, department heads, employees, citizens and the community;*
- ◇ *clearly articulate policies, procedures and technology;*
- ◇ *listens to and understands opposing viewpoints and successfully mitigates disputes;*
- ◇ *articulates the potential impact of policy and vision in difficult situations.*

### Interpersonal & Multi-Culturally Sensitive

Shows an awareness of and sensitivity to differences in culture among people. Builds rapport, trust, common understanding, and effective communications with a historically and predominately-Hispanic community. An experienced law enforcement advocate within historic and modern contexts, and experience in leading a department and community through social, racial and personnel challenges is desired.

### Technically-skilled, Educated & Experienced

Knowledge of federal, state and local laws, regulations, codes and current best practices regarding government administration and law enforcement operations.

### Team Builder & Mentor

A professional with a positive, infectious attitude and personnel manager willing to inspire and lead those around him or her. Someone who instills passion with the employees he or she mentors. The ability to positively influence and implement change. A collaborative, approachable leader will make a positive impact throughout the organization.

### Technically-skilled, Educated & Experienced

Knowledge of federal, state and local laws, regulations, codes and current best practices regarding government administration and law enforcement operations.

### Accountable and Measures Performance

The ability to delegate authority and responsibility to uniformed and non-uniformed employees accountable for their decisions and actions / inactions while taking responsibility for outcomes.

### Builds Coalitions & Effective Relationships

Working relationships must be broad and effective to provide information, help and access to property owners, local residents, the media and external public safety agencies. The successful candidate will demonstrate a proven ability to establish and maintain such rapport.

### Diplomatic in Conflict Management

Understands and utilizes formal / informal power structures to achieve objectives. Addresses and resolves conflict positively by facilitating agreements between conflicting parties.

[The complete Job Description including details and competencies is here](#)

## QUALIFICATIONS

### Education & Experience

- ◇ Experience as a Police Chief, Deputy Chief, Assistant Chief, Major or Lieutenant comparable in a similar agency.
- ◇ Five (5) or more years of progressively responsible work in Law Enforcement, three (3) years leadership and administration as a Lieutenant or higher.
- ◇ Bachelor's Degree in Law Enforcement, Public Administration, Criminal Justice or related from an accredited college/university.
- ◇ Fluency in English and Spanish highly desirable but not required.

### Certifications & Licenses

- ◇ POST Certification in the State of California.
- ◇ POST Advanced Certificate
- ◇ POST Management or Executive Development Cert. (w/in 1 year)

*Note: California does not have automatic POST reciprocity for out-of-state officers, however California does provide a Basic Course Waiver (BCW) for those who qualify. See <https://post.ca.gov/basic-course-waiver-process>*

- ◇ A valid driver's license, and clean background check of civil, criminal, financial, employment & education history, and psychological examination prior to appointment.

# REGIONAL AMENITIES



Sequoia National Park

Arvin is commonly associated for its agricultural and farming tradition. No wonder it is often called as *“the Garden of California”*. With a median age of 25, Arvin is a community perfect for families. Arvin’s major attraction for wine and sports lover and an ideal spot for those who want to live a country lifestyle, yet within a short drive to larger cities.

- ◆ Visit 1,000s of acres of local agriculture. Sample award-winning local grapes, jams, jellies, wines, fruits and vegetables at dozens of local farms including **Murray Family Farms, Laut Farms, Hidden Palms Winery / Vineyard.**
- ◆ Day trip to nature: **Sequoia National Park, Kern County State Park, California Area Living Museum (zoo) or culture at the Bakersfield Museum of Art, Kern County Museum & Buena Vista Museum of Natural History.**
- ◆ A cool off at the **McMurty Aquatic Center** and the **Buena Vista Aquatic Recreation Area.**
- ◆ **Enjoy world-class athletic events w/ dozens of colleges, minor and major-league professional sports teams: LA Lakers & LA Clippers (NBA), LA Dodgers, LA Angels & San Diego Padres (MLB), LA Galaxy (MLS)& more!**



Souza Family Vineyard



Dozens of local family farms & vineyards



Souza Family Vineyard



*California's...Garden in the Sun*

# REGIONAL AMENITIES





# CHIEF OF POLICE

## SALARY & BENEFITS

Arvin offers a competitive salary of **\$148,000 to \$179,000<sup>^</sup>** (DOQ) with performance incentives, relocation expenses, professional dues, retirement and attractive benefits:

- » Medical, Dental, Vision 100% EE, 50% dependents
- » Retirement (Cal-PERS) - 2% at 55 / 57 years
- » Life Insurance—\$50,000
- » Vacation & Sick Leave - 4 weeks / year & 1d/month
- » Longevity Pay - 3yrs (2%), 5 yrs (3%), 7 yrs (2%)
- » Other: Education Pay, Bilingual
- » Local residency bonus (negotiable)

<sup>^</sup>Total compensation expected to exceed \$200,000.

[Full Job Description](#)

[Arvin Benefits Summary](#)

**CONFIDENTIALITY** 'Expressions of interest' may be kept confidential until Finalist selections are made.

**EQUAL OPPORTUNITY** The City of Arvin values equal opportunity and diversity in the workplace. Veterans, all genders, ethnicities and persons with disabilities who meet the minimum qualifications are encouraged to apply.

**RESIDENCY** Residency within the City is not required, but desired. A residency bonus is negotiable. 3-4 bedroom homes can be purchased for as low as \$250,000 or rented for between \$1,400 to \$1,700.

## HOW TO APPLY

RESUME & LETTER OF INTEREST TO...

[ArvinChief@municipalsolutions.org](mailto:ArvinChief@municipalsolutions.org)

## TIMELINE & SELECTION

**Dec 14th:      Deadline to Express interest**

**Nov 7-Jan 14:   Screening & Evaluation**

**Mid/Late Jan:   Finalists Interviews**



*This recruitment actively managed by:*

**MUNICIPAL SOLUTIONS<sup>®</sup>**  
EFFICIENCY. TECHNOLOGY. SAFETY.

**EXPRESS INTEREST BY DECEMBER 14TH**