



# CHIEF OF POLICE

## CITY OF ARROYO GRANDE, CALIFORNIA

Recruitment Services Provided By







## The Opportunity

The City of Arroyo Grande offers an exciting career opportunity to a collaborative, progressive, and transparent law enforcement leader who is looking to make a lasting impact in a supportive community and dynamic organization. The Arroyo Grande Police Department enjoys a trust-based relationship with its residents, and the internal organizational culture is widely viewed as healthy. Arroyo Grande is seeking a Chief of Police that will position the organization for success through continual improvement, innovation, relationship building, and dedication to staff development.

## About Arroyo Grande

Arroyo Grande, incorporated in 1911, is located on the California Central Coast midway between Los Angeles and San Francisco. Located in San Luis Obispo County, the City is 5.45 square miles with a population of over 18,000 residents. Nestled between the Pacific Ocean, beautiful foothills, lakes, and world-class wineries, the City boasts fine homes, excellent schools, and a thriving agricultural and tourism-based economy.

Downtown Arroyo Grande, or the "Village" as locals call it, is the quaint heart of the city. The walkable downtown has antique shops in old Victorian buildings, farm-to-table eateries and watering holes, and exhilarating outdoor exploration. In the middle of the village overlooking Arroyo Grande Creek is the historic Swinging Bridge, which is owned and maintained by the City. Constructed in 1875, it spans a total length of 171 feet, is suspended 40 feet above the creek, and is the only one of its kind in California.

The City prides itself on its beautiful array of parks, open space, and multiple community facilities. From the many parks to the sports complexes to the wildlife preserve, the City of Arroyo Grande encourages a strengthened community and improved psychological health. Each year, the Harvest Festival and Summer Concerts in the Park Series draw crowds of visitors seeking an old-fashioned good time.

Arroyo Grande is one of the cities on the central coast known as the "Five Cities," which includes Grover Beach, Oceano, Pismo Beach, and Shell Beach or Halcyon. Known for its Mediterranean climate, summers are warm and dry with an average temperature of 70 degrees. Meanwhile, winters are mild with an average temperature between 50 and 60 degrees.





# City Government

The City of Arroyo Grande is a general law city, operating under the City Council/City Manager form of government. The five-member City Council consists of the directly elected Mayor and four City Council Members. The mayor is elected to a two-year term and the Council Members are elected to serve four-year overlapping terms from districts. The Council appoints the City Manager and the City Attorney.

Arroyo Grande is a full-service city, with police, streets, engineering, planning, building, parks, recreation, water, and sewer services. Fire services are provided through the Five Cities Fire Authority, a joint powers authority established between the City of Arroyo Grande and the City of Grover Beach. The City's General Fund budget for FY 2024-25 is \$25.1 million.

Despite its easy-going coastal charm, Arroyo Grande takes pride in investing in the City's future, investing in the City's infrastructure and facilities, and investing in its people. To demonstrate this, voters in the 2024 General Municipal Election passed Measure E-24, an increase in the City's sales tax by 1% for the next ten years, generating approximately \$6,000,000 annually to provide funding for City services, such as fixing potholes, maintaining city streets, sidewalks, parks, aging infrastructure, and community facilities; providing local fire protection, police, and 9-1-1 emergency services; cleaning up litter/graffiti, and addressing homelessness.



# The Police Department

The Arroyo Grande Police Department is responsible for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities. The Police Department is led by the Chief of Police and is supported by two Commanders who oversee two bureaus, Support Services and Patrol Services. Support Services consists of investigations, neighborhood services, records, property and evidence, regional SWAT, and a School Resource Officer. Patrol Services consists of patrol operations, traffic, and the Explorer Post. The Police Department has a current fiscal year budget of \$6.7 million which supports 31 full time employees, 28 of which are sworn peace officers.



**Department Mission Statement:** The mission of the Arroyo Grande Police Department is to maintain the public peace, safeguard lives and property, and to provide for a quality of life whereby those persons within the City of Arroyo Grande have a sense of security and freedom in their daily activities. To achieve these ends, the

Arroyo Grande Police Department will maintain the capability to provide a superior level of law enforcement and related services which are appropriate and timely. Specifically, the Arroyo Grande Police Department will maintain a viable proactive organization, which recognizes and effectively responds to current and future community needs, and which makes maximum use of available resources, personnel, and technology.

**\$6.7M**  
Operating Budget

**31 FTE**  
Employees







# The Position

The Chief of Police is appointed by and reports directly to the City Manager. As the general manager and chief administrative officer of the Police Department, the Chief plans, organizes, directs, manages, and oversees activities and operations including law enforcement, crime prevention, investigation, patrol, communication/dispatch, records management and traffic regulation programs to ensure the most effective and responsive use of financial, capital and human resources in the provision of police services to the public. Some of the essential functions of the Chief of Police include:

- Assuming full management responsibility for all Police Department law enforcement services and activities delivered by the Department.
- Managing the development and implementation of Police Department goals, objectives, strategic and long-range planning, policies and priorities for assigned programs and providing direction, leadership, and support for their implementation.
- Establishing, within City policy, appropriate service and staffing levels; monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures; and allocating resources accordingly.
- Reviewing and analyzing crime statistics and new developments in law enforcement and legislation to ensure that police service is provided in an effective and efficient manner.
- Preparing or delegating responsibility for preparing media releases and conferring with media representatives regarding police activities and operations.
- Serving as the City's Assistant Director of Emergency Services during emergency and/or disaster situations.
- Training, motivating, and evaluating Police Department personnel; providing or coordinating staff training; working with employees to correct deficiencies; implementing discipline and termination procedures; and participating in and supporting the professional development of staff.
- Overseeing and participating in the development and administration of the Police Department budget.
- Representing the Police Department to other City departments, elected officials and outside agencies; and ensuring as appropriate the coordination of Police Department activities with those of other departments and outside agencies and organizations.
- Overseeing the contract associated with the outsourced dispatch services.



# Challenges & Opportunities

The next Chief of Police in Arroyo Grande will be presented with a few known challenges and opportunities in which to excel, including:

- The successful candidate will have an opportunity to enhance community and regional law enforcement partnerships. A collaborative nature and big-picture focus will position the next Chief for success in this critical area. Local law enforcement partnerships with the Grover Beach and Pismo Beach Police Departments are particularly important to effectively serve the region.
- The next Chief of Police will have the chance to join a high-performing City executive team and will enjoy much support as a new member of that team. The Chief will collaborate with peer directors on several ongoing multi-disciplinary projects which will require solid working relationships. A strong collaborator is desired to complement the existing team.
- While the current labor/management relationship is a good one, the next Chief will need demonstrated experience in a unionized work environment.
- As is the case in law enforcement organizations across the nation, a tremendous opportunity awaits the next Chief in terms of succession planning and mentoring that will position the Police Department for future success.







## Ideal Candidate

The ideal candidate for the Chief of Police in the City of Arroyo Grande will possess certain traits and experiences that will lead to success:

- A personable, approachable leader who is highly visible inside the department and community.
- Demonstrated experience in technology enhancements and fostering a culture of innovation that improves public safety and service delivery.
- A commitment to succession planning by mentoring, developing, and recognizing future leaders within the department.
- A collaborative style and commitment to working with City leadership, external partners, and allied agencies.
- The successful candidate will possess a transparent and communicative nature that instills trust both inside and outside the organization.







## Qualifications

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

**Education:** A Bachelor's degree from an accredited college or university with major course work in criminal justice, police science, public administration or a related field. A Master's degree is highly desirable.

**Experience:** Ten (10) years of law enforcement experience as a sworn Police Officer or in a similarly qualified position. The ten (10) years shall include two (2) years in a permanent management or command-level position.

**Training:** Successful completion of advanced command/management training such as the California POST Command College, FBI National Academy, the Northwestern University School of Police Staff and Command, the Southern Police Institute, the PERF Senior Management Institute for Police, or the California Police Chief's Association's Executive Leadership Institute at Drucker are highly desirable.

**Licensure:** Possession of, or ability to obtain, and maintain a valid California driver's license and possession of, or eligible to possess, a valid California POST Management certificate or the equivalent from the training commission in another state recognized by California POST.



# Salary & Benefits

The City of Arroyo Grande will offer a highly competitive salary and benefits package to its next Chief of Police, which considers the candidate's qualifications and track record of career success. The salary range for the position of Chief of Police is **\$188,464 to \$229,079** annually\*. Placement in the range will be dependent on the successful candidate's experience and work history. Additional benefits include:

**CalPERS Retirement System:** Classic members receive 3% @ 50 or 3% @ 55 (depending on prior job history with a Public Retirement Agency). PEPR members receive 2.7% @ 57. The City of Arroyo Grande participates in Social Security.

**Deferred Compensation:** Option to contribute to a 457(b) plan available through Mission Square Retirement. Effective July 4, 2025, the City will contribute a match up to \$3,000 per year for department directors. Upon successful completion of 10 years of service to the City, members of the management group are eligible for an additional \$500 annual employer contribution\*.

**Insurance:** A monthly City of Arroyo Grande contribution ranging from \$917.92 (employee only) to \$2,257.88 (family) with which employees can purchase health (CalPERS), dental (Delta PPO), and vision (VSP) insurance is provided\*. If the cost of selected plans exceeds the allowance provided by the City, the balance will be paid by the employee as a pre-tax paycheck deduction.

**Annual Leave:** Management employees accrue Annual Leave with pay to be used as leave for vacations, illnesses, and other personal purposes. The amount of leave accrued is based on years of service as follows:

- Less than 5 years – 232 hours per year
- 5 to 10 years – 248 hours per year
- 10 to 15 years – 264 hours per year
- Over 15 years – 272 hours per year

**Holidays:** 13 fixed holidays and 1 floating holiday are provided.

**Vehicle:** The Chief is assigned a take home City vehicle.

**Uniform Allowance:** The City provides annual cash allowances for ancillary uniforms and equipment items for the Chief of Police.

**Life and AD&D Insurance:** Life insurance equal to the employee's annual salary, not to exceed \$50,000 is provided by the City.

\*If approved by the City Council on June 10th, the salary and benefit information noted with the asterisk above will take effect on July 4, 2025.







# Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, June 30, 2025**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established.

**CONFIDENTIAL INQUIRIES ARE WELCOMED TO:**

Bryan Noblett | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 550-4100  
Greg Nelson | [greg@mosaicpublic.com](mailto:greg@mosaicpublic.com) | (916) 550-4100

**IMPORTANT DATES:**

Deadline to apply and be considered:	Monday, June 30, 2025
Candidates selected for interviews:	Week of July 7, 2025
In-person interviews for finalists:	Week of August 4, 2025
Estimated start date for new Chief:	Mid-September 2025

*The City of Arroyo Grande is an equal opportunity employer.*