



DIRECTOR OF PUBLIC SAFETY



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

THE COMMUNITY

The City of Palmdale, located in the beautiful Antelope Valley, is known for its unique blend of natural beauty and the prominence of the aerospace industry. The City thrives on its forward thinking and innovative ethos, driving progress across various sectors. Its family-friendly atmosphere is evidenced by numbers of parks, recreational activities, and facilities. From community festivals to educational programs, Palmdale offers a supportive environment where families can thrive, and public safety is a top priority. Palmdale residents enjoy a comfortable hometown feel with a strong family orientation, excellent education system and abundant recreational opportunities in a safe environment. With its growing population and economic development, Palmdale is a dynamic hub in Los Angeles County.



THE DEPARTMENT

The Public Safety Department has a mission to enhance everyone's quality of life by partnering with the residents to create a safe and enjoyable living and working environment. With innovative technology and a strong partnership with the Los Angeles Sheriff's Department, the Public Safety Department works efficiently to address the community's needs. The Department is committed to bold initiatives and robust outreach programs that prioritize safety and well-being in the community.

THE POSITION

With direction from the Deputy City Manager, the Director of Public Safety will be responsible for developing and implementing departmental goals, objectives, policies and priorities; and will develop strategies to build a sustainable organization, meeting City strategic objectives. This position must assume full management responsibility for all department programs, facilities, services and activities, including public safety, code enforcement, neighborhood compliance, public security, and community service officers. Other duties include but are not limited to:



- Selecting, training, motivating, and directing department personnel; evaluating and reviewing work; coaching, counseling, and implementing progressive discipline and termination procedures; and responding to staff questions and concerns.
- Developing and implementing community engagement strategies; developing and evaluating the effectiveness of community engagement goals, objectives, policies, programs, and procedures; developing programs and projects utilizing extensive community participation.
- Presenting recommendations to the City Council, City Manager, Executive Management Team, Commissions, City departments, governmental organizations, and professional associations.
- Administering application and complaint procedures for residents, property owners, realtors, and others seeking services regarding property maintenance, code compliance, and related areas.
- Preparing, monitoring, and administering the Department budget.
- Responding to appeals and facilitating complaint and dispute resolution, consistent with applicable standards and guidelines.
- Administering the writing of grant applications in accordance with funding regulations and City policies.
- Managing and overseeing the Los Angeles Sheriff's Department and Animal Care and Control contracts for the City.
- Developing and implementing methods for public safety ac-

tivities, including addressing neighborhood crime, blight, vandalism, and nuisance abatement.

- Overseeing code enforcement methods and reviewing and resolving difficult and complex code enforcement issues, including neighborhood disputes and complaints.

The Director is responsible for thirty employees and will oversee security at City facilities. This person must offer the ability to identify and analyze community development needs and interests and develop and implement programs to meet community departmental concerns. Extensive knowledge of administrative principles and practices, including goal setting, program development, implementation, evaluation, and staff supervision is essential to success.

THE IDEAL CANDIDATE

The City is seeking a collaborative, motivated, and eager candidate to serve as the next Director of Public Safety. The ideal candidate will offer a broad understanding of public safety and will bring knowledge of principles and practices of crime prevention methods and education. A candidate with the desire to learn and the ability to communicate clearly and concisely will do well in this role. The incoming Director should have the ability to plan, direct, and coordinate the work of the Department; prepare and administer a department budget; interpret, apply, and ensure compliance with policies, laws, and regulations; and work effectively with neighborhood groups, property owners, community service organizations, and other public agencies.

The ideal candidate will be approachable and team oriented, with the ability to build strong interpersonal relations in the community. An authentic and highly engaged candidate is desired. Skill in developing comprehensive plans to meet future City needs/services; dealing constructively with conflict and developing effective resolutions; and developing new policies impacting division operations/procedures, is essential to success.

Qualified candidates typically possess a Bachelor's Degree from an accredited college or university with major coursework in public administration,



business administration, or a related field, along with five (5) years of progressively responsible management experience with program and policy development for public safety. A Master's Degree and possession of a P.O.S.T. Intermediate or P.O.S.T. Management certificate is preferred. The selected candidate must pass the California Law Enforcement Telecommunications System (CLETS) background through the Los Angeles County Sheriff's Department.

THE COMPENSATION

The monthly salary range for the Director of Public Safety is \$16,474 to \$21,029; placement within this range is dependent on experience and qualifications. The City also offers an excellent benefits package including:

Retirement – The City is a member of the California Public Employees' Retirement System (CalPERS).

Full-time employees will be enrolled in either the New Member or Classic plan, as defined by CalPERS. New Members are enrolled in the 2% @ 62 formula and pay the full 7.75% employee contribution. Classic Members are enrolled in the 2% @ 60 formula and pay the full 7% employee contribution.

Compensation, Allowance and Stipend –

- The City will contribute \$5,000 to the employees' 457 deferred compensation account annually.



- The employee will receive an auto allowance of \$200 per month.
- Qualified employees will receive a bilingual stipend of \$100 per month.

Wellness Program – Employees will receive one executive physical every other fiscal year at the UCLA medical facilities. Employees are reimbursed up to \$500 per fiscal year for qualified wellness expenses.

Vacation, Holidays, and Leave – The City provides 15 paid holidays per year, and employees accrue vacation leave at the rate of 160 hours annually. Administrative employees accrue administrative leave at the rate of 96 hours annually.

Sick Leave – Employees accrue sick leave at the rate of 96 hours annually.

Professional Development – The City agrees to budget and pay for professional dues, subscriptions, trainings, and other associated costs, such as travel, room and board, on behalf of the Employee, which are reasonably necessary for professional growth as solely determined by the City Manager.

Technology/Cell Phone Allowance – The City shall provide Employee with a City cell phone for the conduct of City business only, paid for by the City. In the alternative, Employee may elect to receive a cell phone allowance in accordance with the City's Administrative Policy A-4.

Social Security – The City does not participate in Social Security, and does not deduct Social Security payments from any employee's salary. The city does deduct 1.45% of salary for Medicare and makes a 1.45% matching contribution.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
September 7, 2025**

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 Palmdale. Candidates will be advised of the status of the recruitment following selection of the Director of Public Safety.

If you have any questions, please do not hesitate to call Mr. Mike Ishii at:

(916) 784-9080

