



POLICE CHIEF

Application Deadline/Closing Date

March 28, 2025



SOUTH LAKE TAHOE

Located on the California/Nevada border of Lake Tahoe, and surrounded by the majestic Sierra Nevada Mountains, South Lake Tahoe offers spectacular scenery and year-round activities. At 6,200 feet above sea level, South Lake Tahoe is “America’s All Year Playground and is home to some of the best winter sports, water sports, bike trails, family fun and nightlife in the US. Cultural and recreational facilities include 32 churches, a library, parks and several playgrounds. Just across the road on the Nevada side are five 24-hr hotel casinos with various gambling games, restaurants, and indoor/outdoor concert events.

Lake Tahoe offers various water sports like boating, jet skiing, boat tours, fishing, and diving. Other activities in the area include; golf courses, swimming pools, bowling, hiking, shopping, biking, horseback riding, camping, and amazing restaurants. For winter activities, there are a total of 7 ski resorts that surround the entire Lake Tahoe area.

THE IDEAL CANDIDATE

The City is looking for a Police Chief who will prioritize the strong rapport that the South Lake Tahoe Police Department has established with community members. The ideal candidate will be an experienced, forward-thinking leader dedicated to building strong relationships with diverse community members as well as visitors. The ideal candidate will have practical knowledge and experience of best practices related to community-oriented policing and will demonstrate a commitment to transparency and trust-building across all demographics. The candidate must have a proven ability to tackle complex issues, including mental health crises, by implementing innovative strategies and collaborating with local resources. Strong communication skills, crisis management abilities, and cultural competency are essential for this role. Furthermore, the ideal candidate will emphasize succession planning within the department, fostering the development of future leaders to ensure stability and long-term success. Overall, their efforts should aim to maintain safety while enhancing the quality of life for both residents and visitors.

THE CITY GOVERNMENT

South Lake Tahoe is the largest city in El Dorado County and is governed by a five-member, elected City Council. Council Members are elected on a staggered, four-year cycle. The City Council selects a Mayor and a Mayor Pro Tem on an annual basis. The City has a Council-Manager form of government; the Council appoints the City Manager who administers all executive authority.

The City Council-approved budget for Fiscal Year 2024 2025, across all funds, is \$297.2 million with the General Fund comprised of \$ 68.8 million. The Police Department's General Fund budget is \$15.8 million.

THE DEPARTMENT

The South Lake Tahoe Police Department (SLTPD) was formed in 1967 and through the years has developed a rich and proud history. The dedicated employees of SLTPD have contributed to building an honorable standing within our community and a strong legacy for future generations.

The department serves a population of approximately 20,000 full-time residents, which can grow to 100,000 on weekends and holidays. Calls for service average 24,141 per year.

The department has 42 sworn positions and 69 total employees. There are 26 full time patrol officers, 5 Detectives, 1 SRO, 6 Sergeants, 3 Lieutenants and 4 seasonal part-time marine officers. The department also has responsibilities for the Joint Dispatch Center, Community Services Officers, Parking Enforcement, and Police Administration.

The South Lake Tahoe Police Department is committed to providing professional services to the residents, businesses, and visitors of South Lake Tahoe.

MISSION STATEMENT

Working in partnership with the community, to protect life and property, providing leadership in solving neighborhood problems and enhance the quality of life in our city.

THE POSITION.

Reporting directly to the City Manager, the Chief of Police is responsible for all activities of the South Lake Tahoe Police Department including police operations, joint Dispatch, Community Services Officers, Parking Enforcement, and administration. The City expects an active leader who is highly communicative, innovative, engaging, and accessible to all members of the community as well as members of the South Lake Tahoe Police Department. The Police Chief is expected to not only lead by example the activities of the Police Department but also be a key business partner on the City Manager's executive team. He/she must consistently work toward the overall betterment of the community of South Lake Tahoe and not simply the Police Department. This work is done in an environment of transparency, accountability, and collaboration. In the community, the Police Chief is a prominent representative of the City and must always conduct him/herself

in a manner beyond reproach, while forming effective relationships with all segments of South Lake Tahoe.

The Police Chief will:

Oversees all divisions of the Department.

Plans, organizes, coordinates, and administers operational activities.

Analyzes operational costs and directs preparation of annual budget requests and justifications.

Administer the annual budget.

Attends City Council, Police Advisory Commission, and community meetings.

Facilitates the counseling and disciplining of personnel.

Recommends service levels and staffing requirements.

Most importantly, builds and maintains positive working relationships with other departments, coworkers, other City employees, community groups and the public.

Education/Training:

Candidates should have experience in administration, budget, management, strategic planning, succession planning, and community outreach. A Bachelor's Degree in Criminal Justice, Law, Political Science, Public Administration, or a related field is required; a Masters's Degree is preferred. P.O.S.T. Command College and/or the California Police Chiefs Executive Leadership institute are desired, but not required.

Experience:

Ten (10) years of increasingly responsible supervisory/administrative experience in Law enforcement, including at least four (4) years of management responsibility at the level equivalent to that of Lieutenant or higher. Experience as a Chief of Police is desired but not required.

License or Certificate:

Must satisfy all California P.O.S.T. minimum employment standards and possess, or be able to obtain, a P.O.S.T. Management Certificate.

Possession of a California or other state-issued driver's license

THE COMPENSATION

Compensation of \$187,442.13 – 227,837.08

The City offers a comprehensive benefit package including: additional 5% of salary deposited in a 401a account, Matching 457 contribution after 1 year of employment, PTO leave, Holidays, life insurance and disability insurance. The City offers a City sponsored health insurance plan for employees including family (Blue Shield HDHP) with a City contribution into an HSA (Employee Only \$2,500 Employee +1 or Family \$4,200 annually) as well as a City-sponsored dental and vision insurance plan.

Recruitment Schedule:

- **Applications must include a cover letter, resume, and responses to supplemental questions, and all materials must be received by the closing date of March 28, 2025, at 5:00 p.m.**
- **Candidate Interviews in person on April 18, 2025**
 - **Community Panel**
 - **Executive Team Panel**
 - **City Manager**

Please visit the City website for a complete job description.

www.cityofslt.us