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"All about fit"



**Deputy Police Chief**  
CITY OF DESERT HOT SPRINGS, CALIFORNIA

## THE COMMUNITY

The City of Desert Hot Springs is known for its strong focus on public safety, award winning water, booming economy, and excellent school districts as well as outstanding recreational resources. Nestled between the San Bernardino and San Jacinto mountains, and south of Big Morongo Canyon Preserve and Joshua Tree National Park, the City offers elevated views for residents and visitors alike to enjoy. Desert Hot Springs encompasses approximately 30 square miles providing renowned natural mineral waters, clean air, a small-town atmosphere, and a business-friendly environment. The area is home to some of the purest hot and cold mineral springs in the world and offers many unique boutique hotels. Desert Hot Springs is also known for low density and affordable housing as well as a racially diverse population. Over the past several years, the City has approved more than two million square feet for development projects and expects job growth of



approximately 38% over the next ten years. The City offers many mineral springs resorts and spas; museums; hiking trails; nature preserves; golf and tennis; acclaimed restaurants; shopping; and several arts, music, and cultural recreational events. Located conveniently near Interstate 10, the City is just a few hours from Los Angeles or San Diego.



## THE CITY

Desert Hot Springs was incorporated in 1963 and has a City Council-City Manager form of government. Its governing body, the Desert Hot Springs City Council, consists of five members including the Mayor, all of whom are elected by city residents. Council

members serve four-year terms and the Mayor serves a four-year term with a term limit of two terms.

Municipal elections are consolidated with the general election and held every two years in November of even-numbered years. Council terms overlap, with two Council members elected every two years and the Mayor elected every four years. Each year in December, the Mayor Pro Tem is selected upon the recommendation of the Mayor and ratification by the majority of the City Council. Continuity and stability of the organization and the City's excellent progress over the years has been achieved by long-term elected and appointed officials. The City has a successful and progressive history resulting from teamwork and succession planning by executive leadership who have served the community for decades.

Desert Hot Springs is a full-service City with eight departments and several divisions, including Administrative Services, Animal Care and Control, Cannabis Compliance, City Clerk, City Manager, Code Compliance, Community Development, Economic Development, Fire, Human Resources, Police, Public Works, Recreation and Community Services, and Senior Center.

The City employs 125 FTEs. The FY 2025-26 Operating Budget is \$30.74 million.

## THE DEPARTMENT

The Desert Hot Springs Police Department provides high visibility preventive patrol, enforcement of local, state, and federal laws and ordinances, traffic enforcement, traffic collision investigation, and non-criminal requests for service. The Detective Bureau





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conducts all major crimes and follow-up investigations.

The Department's staff includes the Police Chief, Deputy Chief, and a total of 33 sworn positions.

Professional staff include a Dispatch/Records Manager, 10 Dispatchers, two Records Specialists, Senior Executive Analyst, Police Services Administrator, Crime Scene Investigator, Property



& Evidence Technician, and four Community Service Officers. The Department is transitioning to a two Lieutenant structure, replacing the rank of Commander.

The Department is supported by 13 Citizens on Patrol volunteers, including a Chaplain, who help the department when and where needed.

In 2024, the Department's Dispatch Center answered approximately 20,900 calls to 911 and an estimated 22,000 non-emergency calls. There were 37,670 total calls for service, of which 11,191 were officer initiated. In 2024, there were 4,471 reports taken and 938 total arrests. The Department's budget for FY 2025-26 is \$14.68 million.

## THE POSITION

The City of Desert Hot Springs is seeking an experienced law enforcement professional to help lead its Police Department as Deputy Police Chief.

Under the direction of the Police Chief, the Deputy Chief participates and assists in planning, organizing, directing, and coordinating the City's comprehensive police services and law enforcement program; provides support to the Police Chief and expert professional assistance to City management staff in areas of expertise; fosters cooperative working relationships with citizen groups and other agencies on police matters; performs other related work as required. The Deputy Chief serves as the Police Chief in the absence of the Chief and otherwise administers the day-to-day operations of the Department, including administering the department budget, oversight of professional staff and supervision of the Lieutenants. The Deputy Chief also is the liaison to the City's Public Safety Commission.

## THE IDEAL CANDIDATE

The ideal candidate must have experience in community policing, the ability to bring people together to work as a team, a strong sense of professionalism and accountability, and have strong communication skills, both verbal and written. They must have a successful track record of leading and managing those with strong personalities, be a strong mentor, and comfortable allowing others take on assignments new to them. The ideal candidate must also be willing to have tough conversations with their staff.

The new Deputy Chief should have experience in most facets of law

enforcement, including the supervision of professional staff. They must have experience in succession planning, internal affairs investigations, grievances, grant writing, and working with unions. A strong background in law enforcement technology and a positive and relaxed attitude, sense of humor, strong work ethic, and an understanding of the importance of the chain of command are important. The Deputy Chief will be instrumental in helping shape the department for the future.

## EXPERIENCE AND TRAINING GUIDELINES

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:

- Ten (10) years of responsible law enforcement experience.
- Five (5) years of management or supervisory experience at the rank of Lieutenant or higher in a municipal police department or county sheriff organization.
- BA/BS from an accredited college or university is required.
- Graduation from the POST Supervisory Leadership Institute, Command College, FBI National Academy, and/or the West Point Leadership Program are highly desirable. A master's degree in



criminal justice, Police Science, or related field is highly desirable.

- Bilingual skills are highly desirable.

## LICENSE OR CERTIFICATE

- Possess a Supervisory Certificate issued by the California Commission on Peace Officer Standards and Training (POST).
- Valid California driver's license with a good driving record at time of appointment.

## THE COMPENSATION

The salary for the Deputy Police Chief is up to \$197,663 annually, dependent upon qualifications. This position is eligible for special compensation of up to 12.5% for educational degrees and POST Certificates.

**RETIREMENT:** CalPERS 3% @ 55 Classic Members; 2.7% @ 57 New Members.

**VACATION:** Employees accrue 80 hours of vacation leave for the first five years; after five years, employees accrue 120 hours of vacation leave.

**HOLIDAYS:** 13 annual holidays.

**MANAGEMENT LEAVE:** 40 hours per year.

**SICK LEAVE:** Employees accrue 80 hours per year of sick leave.

**INSURANCE:** The City provides a maximum contribution amount towards the cost of medical, dental, and vision coverage available to employees and dependents; life insurance is paid by the City.

**DEFERRED COMPENSATION PLAN:** Available for interested employees, offered through MissionSquare.

## SEARCH SCHEDULE

Filing Deadline..... August 18, 2025

Preliminary Interviews.....August 19-29, 2025

Recommendation of Candidates .....Week of September 6, 2025

Finalist Interviews ..... September 23, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.



## THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Please do not hesitate to contact Diana Bishop at 408-800-7653 or [Diana@peckhamandmckenney.com](mailto:Diana@peckhamandmckenney.com) for questions about this position or the recruitment process.

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