



CHIEF OF POLICE



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

THE COMMUNITY

The City of Fountain Valley was incorporated in 1957 as the 21st City in the County of Orange. In the 1960's, Fountain Valley experienced a fantastic growth rate within the framework of a Master Plan adopted before any developments had begun. Revisions to the Master Plan have assured the City of balanced, orderly growth; with a current population of 55,468.

Fountain Valley refuses to be defined by outside expectations. Fountain Valley's Motto is "A Nice Place to Live." Considered to be Orange County's "hidden gem", the 9.75 square mile City has exceptional schools, a small-town charm, and a close-knit community. The City has over 150 acres of neighborhood parks which in the heart of the City includes activity buildings and athletic facilities.

The median household income is \$111,797, and there are approximately 19,561 housing units. The City of Fountain Valley is home to four (4) school districts and one (1) college district. There are approximately 5,000 businesses in Fountain Valley. It is home to Orange Coast Memorial Medical Center, UC Irvine Health, Fountain Valley School District, Hyundai Motors, Costco, and Sam's Club.

THE CITY

The City of Fountain Valley is a full-service city that provides municipal services including police, fire, planning and development, parks and recreation, roads, landscaping, water, and sewers, through in-house staffing. The City operates under a Council-Manager form of government. The City Council is comprised of five (5) members elected at large to four-year terms with staggered elections occurring every two years. The Mayor and Vice Mayor are selected by the Council from among its members to serve one-year terms.

The City's adopted FY 2024/25 operating budget for the General Fund is \$78.7 million with an additional \$7.6 million for one-time capital projects. The budget includes 268.25 authorized full-time equivalent (FTE) positions.

The City has a long history of fiscal responsibility, maintaining healthy reserves, and the reputation as a well-managed city. The City is proactive in recognizing potential issues early on and addressing them effectively with the cooperation of the employees and the residents. The City has a strong commitment to professionalism, open and responsible customer service, and the well-being of its employees and citizens.



THE DEPARTMENT

The Fountain Valley Police Department is a mid-sized full-service department that proudly serves its wonderful community. The Fountain Valley Police Department partners with the community to promote public safety to the residents, businesses, and visitors of the City. Headed by the Police Chief, the Department is organized into two divisions: the Patrol Division and the Support Services Division. Both Divisions share the responsibility for the prevention, detection and investigation of crimes. The Patrol Division includes uniformed Patrol Officers, Traffic Officers, Police Services Officers, K9 Officers, School Resource Officers, Community Resource Officers, and S.W.A.T. Team Members. The Support Services Division includes the Records Bureau, Dispatch Center, Detective Bureau, Special Investigations Unit, Crime Scene Investigations, Crime Analyst, Property and Evidence, Personnel and Training, and Crime Prevention.

The Police Department is comprised of dedicated professionals including the Chief of Police, 2 Captains, 3 Lieutenants, 1 Support Services Manager, 10 Sergeants, 9 Corporals, 39 Police Officers, 8 full-time Dispatchers and 3 part-time Dispatchers, a Crime Analyst, Record Clerks, Dispatchers, Community Services Officers, Police Services Officer, Police Cadet, and administrative staff.

MISSION STATEMENT

Members of the Fountain Valley Police Department will demonstrate the **COURAGE** to protect life and property in our community. Our **DUTY** is to provide the highest quality of service in a fair, impartial and ethical manner. Our **COMMITMENT** is to take a leadership role in providing for public safety and quality of life in a manner that will preserve public trust.



THE POSITION

Under the general administrative direction of the City Manager, the Chief of Police performs highly responsible administrative and professional work organizing, planning, coordinating, and directing all activities of the Police Department. The Chief of Police is responsible for law enforcement, crime prevention, and administrative support services and activities with a departmental budget of \$24.3 million (Personnel, \$18.6M). The Chief assumes full responsibility for all Police Department services and activities, including preserving order, protecting life and property, and enforcing laws and municipal ordinances. The Chief advises the City Manager, City Council, and other managers on issues pertaining to crime prevention and law enforcement and promotes public awareness and understanding of law enforcement within the community. This position works with the City Manager to develop, implement, and monitor long-term plans, goals, and objectives to achieve the City's mission and City Council priorities.

The Chief plays an instrumental role in building and fostering cohesive and collaborative departmental working relationships and encourages employee development through staff training and succession planning. The Chief enhances department community relations and alternate policing programs while pursuing best practices, innovation, and technological solutions. This position represents the City regarding public safety and law enforcement before civic groups, the media, the public, and other agencies. Establishing and maintaining collaborative working relationships with other law enforcement agencies, property owners, community groups, businesses, City staff, and the public is an important aspect of this role.

THE IDEAL CANDIDATE

The City of Fountain Valley is seeking a forward-thinking professional as the Chief of Police. The City is looking for someone with extensive experience including senior executive assignments, leadership in community policing, crime reduction initiatives, and community-led and problem-solving policing. The ideal candidate is a leader who will serve as the "Face of the Agency" and is authentic, engaged, and visible within the department and in the community. Candidates must be knowledgeable in current and emerging police best practices and experienced in emergency management and incident command protocols. Candidates must understand and appreciate the department's existing



"family" and "small-town" culture while being able to be a change agent. A solid moral compass and the ability to effectively balance liabilities, policies, and safety for all is required. Candidates who are effective communicators and exhibit excellent active listening skills will do well in this role.

The City is seeking a visionary that can thoughtfully plan for the future and incorporate innovative approaches while still respecting the agency's history. The ability to engage employees and identify succession planning and career development opportunities for all department staff is essential for this role. Experience effectively working with other agencies, city departments, non-profit organizations, and local businesses to address pressing community challenges is required. Qualified candidates will have at least eight (8) years of progressively responsible law enforcement experience, including four (4) years of management responsibility at a command staff level, preferably in a municipal law enforcement department. A Bachelor's degree from an accredited college or university with an emphasis in criminal justice, public administration, or a closely related field is required. A Master's degree is highly desirable. The candidate must possess a valid California Class "C" driver's license and a Peace Officers' Standard and Training Management Certificate.

COMPENSATION

The City of Fountain Valley provides an excellent compensation and benefits package. The annual salary range for the incoming Chief of Police is \$218,220 - \$265,248; placement in this range depends on qualifications. COLA adjustments of 4% to base salary effective July 2025 and July 2026. The City also offers an attractive benefits package that includes:



Retirement - The City contracts with the California Public Employees' Retirement System (CalPERS) to provide retirement benefits. The City does not participate in Social Security. Employees hired after March 31, 1986, pay 1.45% towards Medicare Plan.

- Employees hired on or before December 31, 2012, who are existing CalPERS Classic members or members of a public retirement system with reciprocity with CalPERS will be enrolled in the 3% @ 55 CalPERS retirement benefit formula. Employees contribute nine percent (9%).
- Employees hired on or after January 1, 2013, who have never been CalPERS members, or are members of a public retirement system (CalPERS or reciprocal) but have a break in service longer than six (6) months, will be enrolled in the 2.7% @ 57 CalPERS retirement benefit formula. Employees currently contribute a total of 13.75%.

Health Plans (Tier 2) - The City contracts with CalPERS for medical insurance. The City will pay the full premium for coverage selected for the employees and eligible dependents.

Dental Plans (Tier 2) - The City offers employees two (2) dental plans. The City will pay the full premium coverage selected for the employees and eligible dependents.

Vision Plans - The City offers two (2) voluntary vision plans. The premium is paid by the employee.

Retiree Health Savings Plans (RHS) - Employees hired (or promoted) after September 1, 2023, will contribute two percent (2%) of their base salary, per pay period into their RHS account.

Vacation - Employees may accrue up to 240 hours vacation hours per year.

Holiday - 11 paid holidays provided per year.

Sick Leave - Employees accrue eight (8) hours a month.

Administrative Leave - 108 hours per calendar year (pro-rated).

Auto Allowance - City vehicle provided.

Life Insurance and Long-Term Disability (LTD) - The City provides group term life insurance equal to \$100,000 and LTD coverage at no cost to the employee.

Other Benefits - Bilingual Pay, Wellness/Fitness Reimbursement, Deferred Compensation, Uniform Allowance, and Tuition Reimbursement.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:

August 3, 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 Fountain Valley. Candidates will be advised of the status of the recruitment following selection of the Chief of Police.

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

(916) 784-9080

