

EMPLOYMENT OPPORTUNITY

KINGSBURG POLICE CHIEF



**APPLY BY MONDAY, OCTOBER
6, 2025 AT:**

<https://www.governmentjobs.com/careers/cityofkingsburg-ca?>

Contact Information:

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ABOUT THE CITY OF KINGSBURG

The City of Kingsburg, a Charter City nestled in the center of the San Joaquin Valley, halfway between Los Angeles and Sacramento.

Mission Statement

Kingsburg is committed to leadership that inspires, professionalism that ensures excellence in service, and partnership that fosters community collaboration.

Vision Statement

In Kingsburg, we take pride in our uniqueness, rooted in a rich heritage that shapes our identity. Together, we celebrate the past, engage the present, and build a future full of possibilities.

Goals

- Preserve the Kingsburg Experience
- Financial Stability
- Support Businesses
- Community Engagement
- Community Safety



ABOUT THE DEPARTMENT

The Kingsburg Police Department has 29 fulltime employees, 25 sworn and 4 professional staff. The department has two divisions, Field Operations and Administration, each commanded by a police lieutenant. Sworn and professional staff work either 12 or 10 hour shifts. The Field Operations Division consists of Patrol, Detectives, Traffic, Adult Compliance Team, participation on the Multi Agency Gang Enforcement Consortium, and School Resource Officers. The Administration Division consists of Records, Property/Evidence, Permits, Recruitment and Hiring, Audits and Compliance, and several other ancillary responsibilities.

Vision Statement

The Kingsburg Police Department is committed to working in partnership with our community to enhance public safety, utilizing modern techniques and resources to reduce crime and the fear of crime, while preserving the tradition, opportunity, charm, and heritage of our city.

Mission Statement

The Kingsburg Police Department exists to prevent, reduce, and solve crimes, while working with the community to enhance public safety and improve the quality of life.

Core Values

Courage - Professionalism - Trust - Integrity -
Dedication - Respect – Honor



MINIMUM QUALIFICATIONS

Qualified candidates typically possess education, training, and experience equivalent to a bachelor's degree. A combination of education and experience that provides the required knowledge, skills, and abilities is qualifying. A typical way to obtain knowledge, skills and abilities would be:

Experience:

Three years of broad and extensive supervisory management experience equivalent to that of a lieutenant in a municipal police agency or a county sheriff's office.

Education:

A bachelor's degree from an accredited college or university with major course work in police science, law enforcement administration, criminal justice, public administration, or a related field.

Desired Experience:

Possession of a Master's degree
Completion of California P.O.S.T. Command College
Completion of the FBI National Academy

License and Certificates:

Possession of an appropriate California Operator's License issued by the State Department of Motor Vehicles.
Possession of the California P.O.S.T. Management Certificate or its equivalent.

Knowledge of:

Operational characteristics, services and activities of a comprehensive municipal law enforcement administration. Technical and administrative components of crime prevention, law enforcement, investigations, patrol, traffic control, animal control, records management, care and custody of persons and property, and emergency preparedness.



EXAMPLE OF DUTIES

1. Plans, organizes, directs, and supervises all Police Department services and activities including maintenance of law and order, protection of life and property, regulation of traffic, apprehension/arrest and detention of law violators, and maintenance of police records; creates and administers policies and procedures.

2. Recruits, interviews, and acts in the employment, discipline, or discharge of employees.

3. Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload, administrative and support systems, and internal report relationships; identifies opportunities for improvement; directs the implementation of changes.

4. Represents the Police Department to other City departments, elected officials, outside agencies, and citizens; resolves sensitive, significant and controversial issues.5. Prepares or develops an annual departmental budget and controls budget expenditures.

6. Supervises, directs, and assists with investigation work where major crimes, accidents, or other unusual incidents are involved; confers with attorneys in conjunction with the prosecution of criminal complaints; supervises safe keeping of property and evidence.

7. Directs and coordinates emergence preparedness and disaster planning.

8. Performs related duties and responsibilities as required.



COMPENSATION AND BENEFITS

Compensation and benefits will be based on experience and qualifications for the position.

Annual Salary Range: \$148,071 to \$179,982

Salary: Candidates are normally hired at the minimum of the salary range. Salary increases are given when the employee's work performance has been satisfactory as determined by a regularly scheduled performance evaluation. A salary increase may be granted after six months. The City has a 5 step salary range with 5% increments between steps.

Bilingual Incentive: 2.5% incentive pay available.

Base Salary Increase: 2% COLA 1/1/26, 2% COLA 7/1/26, 2% COLA 1/1/2027, 2% COLA 7/1/27.

Retirement: The City of Kingsburg is a member of the California Public Employees Retirement System. Employees eligible for "Classic" membership are covered under the 3% at 55 plan and all other employees will be covered under the 2.7% at 57 years of age.

Insurance: For Regular full-time employees the City offers medical, dental and vision care. The employee only rate is \$49.27 and the family rate is \$151.55, which is automatically payroll deducted, pre-tax, on a bi-weekly basis. The City pays for \$15,000 in life insurance for those who qualify and \$10,000 for non-qualifying employees. A supplemental life insurance policy for employees and dependents may be purchased through payroll deductions. The City of Kingsburg reimburses for In-Network deductible costs up to \$7,700/individual and \$15,400/family toward coinsurance or cash in lieu of medical insurance.

Holidays: Regular full-time employees receive 13 1/2 paid holidays and 1 paid birthday floating holiday per year.

Cell Phone Stipend: A \$75.00 monthly stipend or a City-provided device.

COMPENSATION AND BENEFITS CONT.



Take Home Vehicle or Vehicle Allowance: \$500.00 per month in lieu of a take-home City vehicle.

Vacation: The City Manager has the sole discretion to determine the appropriate vacation allowance based on the years of service in the public sector or related employment experience. Vacation leave accrual shall have a maximum of five hundred (500) hours. Regular full-time employees accrue 12 days' vacation per year for years 1-5. Years 6-12 accrue an additional 1 day per year. From years 13-20 an employee accrues 20 days per year. At year 20, an employee accrues 25 days per year.

Leave: 56 hours of administrative leave per calendar year.

Sick Leave: Regular full-time employees accrue 15 sick days per year. Sick leave shall have a maximum cap of eight hundred (800) hours.

Miscellaneous: Memberships in various affiliations and uniform allowance as funds are available within the Police Department budget.

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In your application, please include a resume, and necessary certifications and licenses. Optional, cover letter and references.

