

# ASSISTANT CHIEF OF POLICE





## THE COMMUNITY

The City of Salinas is the 34th largest city in the state with a population of over 161,000 and is in beautiful Monterey County, California. Salinas has a great career opportunity for Assistant Chief of Police. In collaboration with the Chief of Police, this position will oversee all divisions apart from the Internal Affairs unit, assist in planning, organizing, coordinating, and administering operational activities, facilitating the counseling and disciplining of personnel, assisting in administering the annual budget, fulfilling emergency response obligations on a 24/7 basis, as needed, and most importantly, build and maintain positive working relationships with other departments, co-workers, City employees, community groups and the public.

As the city with the largest population in California's Central Coast, Salinas is a multicultural and diverse community and a key asset in today's global economy. The region also offers various cultural family events and consistent Mediterranean climate for year-long outdoor activity. Salinas has a global reputation as an agriculture and innovation hub. It is a source for agricultural research and resources and is developing the latest technology and advancements.

## THE CITY

The City operates under a Council-Manager form of government. The City Manager is responsible for all City departments except the appointed City Attorney. The seven-member City Council includes six members elected by district for four-year staggered terms on a nonpartisan basis, plus the Mayor who is elected at-large and serves a term of two years.



## THE DEPARTMENT

Guided by the principles of Community-Oriented Policing, the members of the Salinas Police Department are committed to enhancing the overall quality of life in the City. The Department actively seeks collaborative partnerships to optimize resources in addressing community concerns, with a particular focus on homelessness and quality of life issues, which are paramount among community priorities. Striving to deliver efficient and proactive police services to a diverse population, the Department engages in prevention and intervention initiatives, collaborating closely with governmental entities, educational institutions, non-profit organizations, and community-based groups.

In alignment with national standards, the Department has collaborated with the U.S. Department of Justice to intensify community outreach and implement youth diversion programs. A series of strategic enhancements includes the introduction of a body-worn cameras program to uphold accuracy, accountability, and transparency, the adoption of a state-of-the-art Records Management System (RMS), deployment of an unmanned aerial unit, and augmentation of crime analysis capabilities through the acquisition of cutting-edge software tools. Notably, the Police Department operates from a modern headquarters inaugurated in 2020, demonstrating a commitment to state-of-the-art infrastructure and operational excellence.

The Department has three operating divisions: Field Operations, Administration and Investigations. The staffing of these divisions is composed of 161 authorized full-time sworn personnel and 56 dedicated professional staff. Financial support for the Police Department is derived primarily from the General Fund, Measure G, and Measure E, with an allocated operating budget of \$60 million for the fiscal year 2024-25.



# CURRENT PRIORITIES

## COMMUNITY ENGAGEMENT AND RELATIONS

Strengthening our commitment to Community-Oriented Policing principles. Expanding community outreach programs to foster positive relationships. Implementing targeted initiatives to address specific community concerns, with a particular focus on homelessness and quality of life issues.

## COLLABORATIVE PARTNERSHIPS

Further cultivating partnerships with governmental agencies, educational institutions, nonprofits, and community-based organizations. Exploring new collaborations to address emerging challenges and opportunities. Enhancing existing alliances.

## YOUTH DIVERSION AND INTERVENTION PROGRAMS

Continuing collaboration with the US Department of Justice to expand and refine youth diversion initiatives. Exploring innovative approaches to engage and support at-risk youth in our community.

## TRAINING AND PROFESSIONAL DEVELOPMENT

Prioritizing ongoing training to ensure our officers are well-equipped to handle evolving challenges. Exploring opportunities for specialized training in areas such as de-escalation, mental health crisis intervention, and cultural competency.

## TECHNOLOGICAL ADVANCEMENTS

Optimizing the use of body-worn cameras to ensure accuracy, accountability, and transparency. Maximizing the capabilities of our new Records Management System (RMS) to streamline operations. Exploring opportunities for further integration of technology, including advancements in crime analysis tools and unmanned aerial units.

## STRATEGIC RESOURCE ALLOCATION

Conducting a comprehensive review of resource allocation to ensure optimal distribution based on evolving community needs. Identifying opportunities for resource reallocation or enhancement to better align with our strategic objectives.





## KEY ATTRIBUTES AND CHARACTERISTICS

In the dynamic landscape of law enforcement and city governance, the Assistant Chief embodies the following key attributes and characteristics:

- Decisive Leadership
- Highest Integrity, Character, and Ethics
- Honesty and Trust-Building
- Technological Acumen
- Strategic Vision
- Collaborative Orientation
- Adaptability and Innovation
- Empathy and Community Focus
- Professional Development Advocate
- Effective Communication



## THE IDEAL CANDIDATE

The City of Salinas is seeking an Assistant Chief of Police who will be a strong and committed leader who earns the respect from his/her staff. The ideal candidate will be fair, ethical, and one who embraces diversity and is a leader for cultural awareness for all staff and a team player within the organization. Candidates who can demonstrate a proven track record in implementing a Community Oriented Policing, working with ethnically diverse cultures, and can demonstrate their experience in working with community based programs, with knowledge and experience in modern violence prevention and intervention techniques and are able to articulate modern policing theories and best practices are essential for this position.

## AT A MINIMUM CANDIDATES SHOULD POSSESS:

- A Bachelor's Degree in a related field
- Eight (8) years of progressively responsible experience in law enforcement work, including two (2) years at the rank of Police Commander, or equivalent
- A valid California Driver License at time of appointment
- An Advanced POST Certificate
- POST Management Certificate and fluency in Spanish is highly desired

## THE COMPENSATION

The Assistant Chief of Police is an at-will position. The annual salary range is: \$191,652 – \$244,620 with a scheduled 3% increase effective January 2026.

**Retirement Plan:** The City participates in the California Public Employees' Retirement System (CalPERS) under a 3% @ 55 formula for Classic members. New members, as defined by PEPRA, are under a 2.7% @ 57 formula.

**457/401(a) Compensation:** City-paid contribution based on months of service with the City.

**Health Insurance:** The City will pay 95% of the premium for the level of coverage the employee has selected, up to 90% of the PERS Platinum premium. The City pays the full amount of premiums for dental and vision plans.

**Holidays:** 14 per year.

**Annual Leave:** Leave may be used for vacation and/or sick leave. Leave is accrued at a rate of 37 days per year for the first five years; 42 days per year for years six through ten with additional longevity increases in annual leave after 10 years of employment.

**Life Insurance:** City provides term life insurance in the amount of \$150,000.

**Auto Allowance:** City assigned vehicle or \$750 per month.

**Uniform Allowance:** City pays one thousand two hundred dollars (\$1,200) per calendar year.

## SEARCH SCHEDULE

**Filing Deadline:** June 20, 2025 at 5 p.m.  
**Panel Interviews:** July 2, 2025 (tentative)  
**Department Interview:** Week of July 7, 2025

## THE RECRUITMENT PROCESS

To be considered, please submit an application, resume, cover letter, and five work related references to:

<https://www.governmentjobs.com/careers/Salinas>

Resumes will be screened based on the criteria outlined in this brochure and should reflect years and months of positions held, as well as size of past organization(s). Candidates with the most relevant qualifications will be recommended for the next step in the process. The City will then select candidates to participate in panel interviews. Extensive reference and background checks will be completed on the selected candidate.

**For additional information, please contact:**

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