



CITY OF
PARLIER
CALIFORNIA

CHIEF OF POLICE



Recruitment Services Provided by
Ralph Andersen & Associates



CHIEF OF POLICE

THE OPPORTUNITY

The City of Parlier, California is seeking a service-oriented forward thinking law enforcement professional to serve as the next Chief of Police. The previous Police Chief retired after serving 27 years with the Department, serving as Chief for majority of his time with the City. The City is seeking an experienced leader who brings a strategic and inclusive leadership style; builds trust through community partnerships and champions officer development and public safety innovation.



THE CITY OF PARLIER

The City of Parlier is a small, close-knit community located in Fresno County in California's Central Valley. Surrounded by rich agricultural land, Parlier's economy and identity are closely tied to farming and agri-business, which play a central role in local employment and daily life. The city is characterized by a strong sense of family, cultural diversity, and community pride, with many residents having deep generational roots in the area. Its compact size allows for close interaction between residents, local businesses, schools, and city leadership.

Incorporated as a general law city in 1921, Parlier is located just 5 miles east of Selma. Parlier has a population of 15,000 and was recently designated as a Federal Rural Renewal Community which allows the City to revitalize neighborhoods and businesses using Federal tax incentives. Parlier's economy is experiencing a renaissance of development and diversification. A combination of public and private financing is under development for construction of several new housing projects, restoration of the downtown area, and development of the Parlier Industrial Park. With proximity to major highway networks and international air terminals, and the lower cost of land and labor, Parlier is the ideal business location in the central valley.

Expanded housing opportunities, restoration of the downtown area, and the recent designation as a Federal Rural Renewal Community, make Parlier the perfect place to live, work and play.



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CITY GOVERNMENT

The City of Parlier is governed by a five-member City Council under the council-manager form of government. Council members are elected from districts, while the Mayor is elected at large. In addition to appointing the City Manager, the City Council retains legal counsel from a private firm. The City of Parlier has five departments that report to the City Manager. These departments include Administrative Services, Finance, Community Development, Public Works and Police.

Through partnerships with local organizations, schools, and residents, Parlier continues to focus on improving quality of life, supporting youth and families, and fostering a safe, stable, and engaged community.

Additional information about the City of Parlier, including the City of Parlier's budget and organizational chart, is available at: <https://www.parlier.ca.us/>.

POLICE DEPARTMENT

The police department is dedicated to professional, community-based policing. The department enforces federal, state, and local laws, ensuring the safety and well-being of residents through proactive policing, investigation, and public education. Reporting to the City Manager, the Chief of Police:

- Provides strategic leadership and direction for all departmental operations.
- Oversees budgeting, training, and policy development.
- Fosters community partnerships and transparency.
- Promotes staff development and accountability.
- Leads organizational initiatives for continuous improvement and innovation.

The Parlier Police Department is made up of 24 full-time staff members (17 sworn positions) who provide a high level of service to the community. The Police Department has a FY 25-26 approved budget of approximately \$3.1 million. Parlier is generally considered to be a safe city, largely due to the dedicated efforts of the Police Department officers and staff. The Police Department is nearly fully staffed, and the next Chief of Police will focus on retaining and recruiting talented staff members. The members of the Parlier Police Department, in partnership with the community, are dedicated to excellence in the delivery of public safety services.



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POLICE DEPARTMENT *continued*

The Parlier Police Department is dedicated to the following vision statement and commitment to professionalism:

Vision Statement: *The Parlier Police Department is committed to an ongoing partnership with the community, based on information sharing, listening to concerns of residents, cooperation, and collaboration to solve public safety issues and improve safety in the city.*

IDEAL CANDIDATE

Parlier's next Chief of police must not only be experienced and well qualified, but also possess certain traits that will be essential for success:

- The City of Parlier desires a Chief of Police with a leadership style characterized by inclusion, approachability, empathy, humility, communication, collaboration, and respect for people in the broadest possible sense. The Chief of Police must be able to skillfully collaborate with all internal and external stakeholders.
- The Chief must be able to create meaningful relationships within the community, city organization, and most certainly within the Police Department.
- The successful candidate will focus on making certain that succession planning occurs within the Police Department.
- A strong foundation of ethics must guide the successful candidate. The Chief of Police should have unquestionable personal integrity in his or her commitment to manage a municipal law enforcement organization.
- The ideal candidate is familiar with the important administrative functions of leading an agency, such as budget, information technology, collective bargaining, and human resources.
- Engaging with the community through programs aimed at crime prevention and youth outreach (e.g., Cops Building Bridges).

THE POSITION

The Chief of Police is an at-will position, reporting directly to the City Manager. Under general administrative guidance, the Chief of Police plans, organizes and directs Police activities of the City including patrol investigation, communications and records to ensure the enforcement of laws and municipal ordinances, protection of life and property, and preservation of order. The Chief serves as the chief executive officer of the Police Department and advises the City Manager and the City Council regarding law enforcement matters. In addition, this position has substantial interface with all other areas of the City, providing assistance on complex public safety and administrative matters.



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EDUCATION AND EXPERIENCE

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education: A bachelor's degree from an accredited college or university with major course work in criminal justice, public administration, business administration or a related field.

Experience: A minimum of eight (8) years of

experience in all major areas of municipal police work, including a minimum of four (4) years of management and administrative responsibility.

License: Possession of a Management P.O.S.T. Certificate and possession of a valid California Driver's License.

COMPENSATION



The annual salary range for the incoming Chief of Police is open and dependent upon qualifications. The City also offers a highly competitive benefit package that includes participation in CalPERS retirement, with 2% at 50 years of age for classic members; "PEPRA" members is 2% at 62. Benefits also include a 5-step merit salary plan, 72 hours of management leave annually, 13 paid holidays, paid sick leave, health, dental and life insurance.

THE RECRUITMENT PROCESS

This is a confidential process and will be handled accordingly throughout the recruitment; references will not be contacted until mutual interest has been established. Candidates are encouraged to **apply immediately**, to Ralph Andersen & Associates. Electronic submittals are strongly preferred via email to apply@ralphandersen.com, before **Monday, March 16, 2026**, and should include a compelling cover letter, comprehensive resume, and five professional references. Ralph Andersen & Associates will work in concert with the City to conduct the initial evaluation of resumes to determine the best overall match with the established criteria outlined in this recruitment profile. Confidential inquiries are welcomed to Mr. Fred Wilson, Ralph Andersen & Associates, at (916) 630-4900.

The City of Parlier is an Equal Opportunity Employer.