POLICE CHIEF

CITY OF MONTEREY, CA

CAREER OPPORTUNITY

Salary: $ 243,048- $ 295,392 Annually

Application Deadline:
December 6, 2026 by 11:59 PM PST



THE CITY OF
MONTEREY
monterey.gov/hr

THE MONTEREY COMMUNITY

The City of Monterey is a historic and progressive coastal community that serves as the economic and cultural hub of the Monterey Peninsula. Rich in history and culture, Monterey is known for its commitment to preserving its heritage and natural environment while promoting sustainability and balancing the needs of residents and visitors.

Spanning approximately eight square miles, Monterey is home to about 30,000 residents and welcomes millions of visitors annually. Its iconic waterfront, beaches, historic Cannery Row, Fisherman's Wharf, and Monterey Bay Aquarium showcase the area's natural beauty and vibrant tourism industry.

Monterey is also home to prominent military installations and educational institutions, contributing to its diverse community and strong regional partnerships. With its stunning coastline, thriving cultural and business environment, and exceptional quality of life, Monterey offers a unique place to live, work, and serve.



THE ORGANIZATION

The City Council lives up to its mission to provide visionary leadership ensuring a safe, healthy, historic, economically vibrant, and sustainable environment. The City operates under the council-manager form of government and currently has approximately 430 full-time and regular part-time employees. The annual City budget is approximately $230 million.

Monterey is a full-service city that provides police, fire, public works, planning, recreation, parks, and library services. The City also operates its own conference center, sports center, parking, campground, cemetery, beaches, and marina facilities.



THE POLICE DEPARTMENT

With an annual budget of approximately $28,500,000 million and 72 sworn and professional staff, the Monterey Police Department (MPD) is a progressive, community-focused organization dedicated to providing exceptional public safety services and preserving Monterey's outstanding quality of life. Guided by its mission statement, "*Responsive to All, Second to None, Every Time*," MPD delivers professional, responsive, and community-oriented policing through a commitment to the highest ethical standards, proactive problem-solving, employee development, and strong community partnerships. The Department strives to serve all members of the community with honor, dignity, fairness, and respect.

THE POSITION

The City of Monterey is seeking an experienced, forward-thinking, and community-oriented leader to serve as its next Police Chief. Reporting to the City Manager, the Police Chief provides executive leadership and administrative oversight of the Monterey Police Department, guiding the Department's personnel, operations, policies, and resources in support of the City's public safety priorities.

The Police Chief is responsible for establishing departmental goals and priorities, developing and implementing policies and procedures, overseeing personnel and performance, and managing the Department's budget. The position plays a critical role in ensuring organizational effectiveness, operational excellence, and the delivery of high-quality public safety services to the community.

As a key member of the City's leadership team, the Police Chief works closely with the City Manager, City Council, other City departments, regional law enforcement agencies, and community stakeholders to address public safety needs and advance shared goals. The role also serves as an important link between the Department and the community, requiring strong communication skills, sound judgment, and the ability to build trust through meaningful engagement and responsive service.

This is an opportunity for a principled and engaged leader to make a meaningful difference in the community while advancing the Monterey Police Department's commitment to serving with integrity, accountability, and respect.

THE IDEAL CANDIDATE

The ideal candidate is an ethical, visionary, and collaborative law enforcement leader who brings a strong record of professional achievement, sound judgment, and genuine commitment to public service. They combine extensive law enforcement experience with the strategic, administrative, and interpersonal skills needed to lead a modern, community-oriented police organization and respond effectively to evolving public safety needs.

A successful Police Chief will foster a positive and supportive workplace, invest in employee development, and promote a culture of accountability, professionalism, and continuous improvement. They will lead with integrity, communicate expectations clearly, and empower personnel to deliver responsive, effective, and equitable service.

The ideal candidate is a relationship-builder who values community engagement and public trust, and will work collaboratively with City leadership, employees, residents, businesses, community organizations, and regional law enforcement partners to address concerns and advance shared public safety goals.

With a forward-thinking approach, the successful candidate will embrace innovation, data-informed decision-making, proactive crime prevention, and responsible stewardship of public resources while serving as a visible, approachable, and principled leader who embodies the Monterey Police Department's Motto: "Remember Who You Are and What You Represent".



MINIMUM QUALIFICATIONS

Education: Completion of a bachelor's degree from a college or university with major coursework in police science and public or business administration, or a closely related field is preferable. Possession of a graduate degree and a police management course such as the FBI Academy, P.O.S.T. Command College, or the Police Executive Research Forum SMIP Program is highly desirable.

Experience: Seven (7) years of progressively responsible experience in municipal law enforcement, encompassing the major phases of police operations and administration, including at least three (3) years of experience serving in a senior law enforcement executive capacity at a minimum as an Assistant/Deputy Police Chief or an equivalent position.

An equivalent combination of education and experience may be considered.





COMPENSATION

- **Salary Range:** $10,127 - $12,308/semi-monthly; $243,048 - $295,392/annually
- **Retirement:** The City provides the CalPERS 3.0 % @ 50 formula, based on highest-year compensation, to current City of Monterey Safety employees and Classic members, as well as new employees who are currently active CalPERS Classic members or who have been active CalPERS Classic members within six months prior to their date of hire. New employees who do not qualify for the above formula are eligible for the CalPERS Public Safety PEPRA 2.7% @ 57 retirement formula (ranging from 2.0% @ 50 to 2.7% @ 57), based on the average of the highest three years of compensation. The City participates in the Medicare portion of Social Security only.
- **Management Leave:** 80 hrs.
- **Deferred Compensation:** City will match employee contributions up to a maximum of $150.00 per month.
- **Health Plan Spending Fund:** A minimum of $1,086.89 and up to $2,872.83 per month, dependent upon level of participation (cash-in-lieu of benefits is $300).
- **Dental:** Fully paid employee coverage.
- **Vision:** Fully paid employee coverage.
- **Tuition Reimbursement:** Up to $1,000 per fiscal year
- **Short Term / Long Term Disability Plan**
- **Flexible Spending Account**
- **Wellness Benefits:** Includes Fitness Pass, Fitness Activity Plan (up to 40 hours of leave), City Recreation Program Fees, Employee Assistance Program.
- **Voluntary Group Legal Services**
- **Voluntary Unpaid Leave:** Up to 80 hours per calendar year.
- **Holidays:** 14 paid days annually, plus 1 floating holiday.
- **Sick Leave*** 12 days per year
- **Vacation*** 1-5 years/10 days; 6-10 years/15 days; 11-15 years/ 17 days; 15+ years/20 days; 20+ years/23 days per year.
- ***Relocation assistance, sick leave and vacation balances and initial vacation accrual rate negotiable.**

Please contact Human Resources with any questions.

City of Monterey
Human Resources
735 Pacific St. Suite B
Monterey, CA 93940
Tel: 831.646.3765
Website: www.monterey.gov/hr

TO APPLY

Submit your application online through the City of Monterey's website at monterey.gov/hr.
Your application must include:

- A detailed resume.
- A cover letter describing your relevant qualifications and experience. Please include the number of employees you currently supervise and the size of the budget you manage.

The City will review application materials and invite a limited number of candidates whose qualifications, experience, education, and training most closely align with the needs of the position to participate in the selection process.

Applications and supporting materials must be submitted through the online application system. Materials submitted by mail, in person, fax, or email will not be accepted, except as necessary to provide a reasonable accommodation or as otherwise required by law.

Application Deadline: To be considered, submit your completed online application, resume, and cover letter by 12/6/26 at 11:59 p.m.

Reasonable Accommodation: Applicants who need a reasonable accommodation to participate in the application or recruitment process may contact the City of Monterey Human Resources Department at 831-646-3765 or hr_dept@monterey.org.

RECRUITMENT TIMELINE

Filing Deadline - December 6, 2026, at 11:59p.m.
Interview and Selection Process: Dates to be determined.



This announcement is provided for informational purposes only and does not constitute contractual obligation or supersede rules, regulations and ordinances of the City of Monterey.

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