



City of La Palma Police Chief

SALARY	\$81.89 - \$109.74 Hourly \$6,550.99 - \$8,778.96 Biweekly \$14,193.82 - \$19,021.07 Monthly \$170,325.82 - \$228,252.88 Annually	LOCATION	La Palma, CA
JOB TYPE	Full time	JOB NUMBER	2026-0010
DEPARTMENT	Police Department	OPENING DATE	04/27/2026
CLOSING DATE	8/23/2026 12:00 AM Pacific		

Description

This is an open recruitment to fill (1) current vacancy.

This position will receive a 4% cost of living adjustment effective July 1, 2027.

The incumbent will enjoy a family environment and be a part of an enthusiastic work force that has its own spirit committee that facilitates monthly employee events.

The incumbent will thrive working in this small culture environment while leading the Police Department in meeting its goals and providing outstanding law enforcement services to the residents and businesses in the City. If you want to join a hard-working team that shares a commitment to keep the City of La Palma safe, clean, and efficiently run, consider a career with the City of La Palma.

Come be a part of our family and see what makes La Palma a nice place to live and work!

Click here: [Join our team!](#)

EXECUTIVE MANAGEMENT/EXEMPT

The Police Chief plans, organizes, directs and controls all divisions of a full service police agency for the City of La Palma; performs a variety of complex administrative, supervisory and professional work in directing the activities of the Police Department in law enforcement and crime prevention; performs related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative and general policy direction from the City Manager. The work provides for a wide variety of independent decision-making, within legal, general policy, and regulatory guidelines. This classification is an "at will" position that is a member of the Management Employees group who serve at the discretion of the City Manager.

CLASS CHARACTERISTICS

This is a single position class responsible for ensuring the delivery of efficient and effective police services within the community, responsible for management of fiscal and personnel resources in the department, and provides administrative support to the City Manager.

APPLICATION PROCEDURE: An original City of La Palma application must be submitted online at www.lalpalmaca.gov. The City must receive completed applications, resumes, and supplemental questionnaires by the final filing date and time listed to be eligible for consideration. Facsimiles will not be accepted. Resumes will not, nor will references to a

resume, be accepted in lieu of a completed City application. **Applicants are required to submit a compelling cover letter, comprehensive resume, and 5 professional references.** During the recruitment process, we encourage applicants to check their e-mail account frequently.

SELECTION PROCESS: All applications will be screened and those candidates who present the most relevant qualifications and possess the required licenses and certificates for the position will be invited to continue in the selection process. The selection process may include testing and oral interviews.

A Background Investigation, including a criminal record check may be required. All appointments are subject to the successful completion of a post-offer medical exam (including a drug and alcohol screen).

Should a qualified individual with disabilities need reasonable accommodations in order to participate in the examination process, the City of La Palma must be notified no later than five working days prior to the scheduled examination date.

The City of La Palma does not discriminate on the basis of race, religion, color, sex, age, ancestry, national origin, marital status, or disability. Equal employment opportunity will apply to all personnel actions, including but not limited to, recruitment, selection, training, transfers, promotions, evaluation, compensation, discipline, layoffs, terminations, and rehires.

NOTE: All employees of the City of La Palma are designated by both State law and City ordinance to be "Disaster Service Workers." In the event of a declared emergency or any undeclared emergency or natural disaster that threatens the life, health, and/or safety of the public, employees may be assigned to assist rescue and relief workers. Such assignments may be in locations, during hours, and performing work significantly different from the employees' normal work assignments and may continue through the recovery phase of the emergency.

The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The types and levels of employee benefits provided, including City contributions toward benefit costs, are subject to change.

Scope of Work and Examples of Duties

Essential duties include, but are not limited to, the following:

Determines police needs of the community, performs liaison between diverse interest groups and the Police Department, and accepts total responsibility for the effective management and control of the organization; may personally handle major or sensitive issues; prepares staff reports for the City Manager and City Council.

Directs and participates in the development of goals, objectives, policies and priorities; establishes department direction, utilizing a strategic planning approach to forecast future needs for service; develops and implements strategy and technology that can advance organizational functioning as well as service delivery.

Ensures compliance with overall City direction; reconciles departmental rules and policies with existing city rules and policies; establishes departmental standards, rules and procedures; ensures that personnel provide effective customer service in the performance of public safety duties.

Reviews and evaluates employee performance and takes appropriate disciplinary action when necessary; selects, supervises, trains and evaluates assigned staff. Upon recommendation from division heads, implements major disciplinary actions and personnel matters having substantial organization impact.

Directs the preparation of reports and makes presentations to the City Manager as well as to the City Council; prepares and implements departmental budget.

Participates in community meetings with other Department. Discusses and reviews overall City problems, priorities and makes recommendations as required; confers with citizens and City officials on law enforcement problems and assists in the development of innovative municipal law enforcement policies.

Coordinates law enforcement activities with other City departments and other law enforcement agencies.; attends county, area and state police conferences and meetings with other law enforcement agencies and public officials.

Serves as Assistant Director of Emergency Services; as a member of the emergency services response team, may be called out during the night or on weekends, and carries out emergency duties as assigned.

Serves as Acting City Manager in the City Manager's absence.

Performs related duties as assigned.

Minimum Qualifications

Knowledge, Skills, and Abilities

Knowledge of: Modern principles, practices and techniques of police administration, organization and operations; technical and administrative phases of crime prevention and law enforcement, including investigation and identification, patrol, traffic control, records management, and care and custody of persons and property; laws, ordinances and regulations affecting the work of the department; municipal government organization and operations and administrative policies, practices and procedures.

Ability to: Properly interpret and make decisions in accordance with laws, regulations and policies; plan, organize, implement, manage and evaluate department personnel and administrative operations, programs functions and activities; develop and administer sound departmental policies; research and analyze problems and determine appropriate solutions; prepare and present administrative reports and staff recommendations; communicate clearly, concisely and effectively, both orally and in writing; establish and maintain effective relationships with management, staff, City Council, departmental representatives and community organizations; select, train, supervise and evaluate assigned employees; manage departmental budget.

Education, Experience and Required Licenses and Certifications

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary. Example combinations include a valid Class C California driver's license, an acceptable driving record, and:

Equivalent to a Bachelor's Degree from an accredited college or university with major work in police science, public or business administration or a related field, and eight years of broad and extensive experience in all major phases of municipal police work, including at least five years in a responsible middle management capacity.

Physical Demands & Work Environment

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is occasionally required to stand; walk; use hands to finger, handle, or operate objects, controls, or tools listed above; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.

The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work Environment

While performing the duties of this job, the employee occasionally works in outside weather conditions. The employee occasionally works near moving mechanical parts; in high, precarious places; and with explosives and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, extreme cold, extreme heat, and vibration. The noise level in the work environment is usually moderate.

Employer

City of La Palma

Address

7822 Walker Street

La Palma, California, 90623

Phone

714-690-3347

714-690-3333

Website<http://www.lapalmaca.gov>**Police Chief Supplemental Questionnaire*****QUESTION 1**

Did you attach a cover letter, resume, and references with your application (required)? Each document should be no more than two pages.

☐ Yes☐ No***QUESTION 2**

What do you know about the City of La Palma and the La Palma Police Department? Based on the knowledge you have about the City and La Palma Police Department, why are you interested in becoming a part of the City of La Palma?

***QUESTION 3**

Do you possess a POST Management Certificate?

☐ Yes☐ No

* Required Question