



**CITY OF SEASIDE**  
invites applications for the position of:

# Police Chief

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**SALARY:** \$176,448.48 /Year

**OPENING DATE:** 09/19/17

**CLOSING DATE:** 10/22/17 11:59 PM

**DESCRIPTION:**

**The Community**

The City of Seaside, CA (population approximately 35,000) is an ocean-front community that overlooks the beautiful Monterey Bay on the Central Coast of California, approximately 115 miles south of San Francisco. Founded in 1887 and incorporated in 1954, this ten square-mile city pursues its vision as, "Seaside is a vibrant, proudly diverse, energetic and safe community with extraordinary natural beauty, quality of life and economic opportunities."

Seaside's ideal location allows residents and visitors alike to have easy access to all the region has to offer, including an abundance of recreational and cultural opportunities. Essentially perfect year-round weather supports a wide range of outdoor activities in a spectacular, world-renown setting. The local area also offers a variety of cultural events, including the Seaside Blues Festival and the Monterey Jazz Festival. From wine-tasting to whale watching, sports to shopping, or leisure to luxury, one will be able to enjoy all that the area has to offer while living in Seaside.

Seaside is also home to a diverse educational community that includes California State University at Monterey Bay and the Monterey College of Law. Other educational opportunities in the local area include the Naval Postgraduate School, the Defense Language Institute, the Monterey Institute of International Studies, Golden Gate University, and Monterey Peninsula Community College. The multitude of education opportunities creates a strong economic base for the community and attracts learners from across the globe.

**The City Government**

The City of Seaside is a general law city and operates under a Council-Manager form of government. The City Council is made up of five-members that are elected at large, serving staggered four-year terms. The City Council appoints the City Attorney and City Manager. The City Manager, in turn, appoints the Police Chief.

Seaside is a full-service city with approximately 125 full-time employees and a 2017-2018 General Fund budget of approximately \$30 million. The City delivers municipal services through six departments: the City Manager's Office (includes City Clerk and temporarily includes Engineering, Public Works, and Community Development), Administrative Services (Finance and Information Technology), Human Resources, Recreation, Police, and Fire.

**The Department**

The Seaside Police Department is committed to providing quality police services in partnership with the community to enhance and maintain a safe environment. Accountability, integrity, honesty, loyalty, respect, responsibility, teamwork and service are the values that guide the actions of the Department.

The Department has 53 allocated positions, a budget of approximately \$14 million, and is composed of two bureaus: Field Operations (includes patrol and nuisance abatement) and Support Services (includes administration, investigations, and records.). The Monterey County Emergency 9-1-1 Center provides dispatch and communications services for the entire County.

**Field Operations:** In addition to overseeing patrol operations, the Patrol Division is also responsible for overseeing the canine and traffic units. The Patrol Division provides twenty-four hour marked police response with uniformed officers and they handle report calls and emergency calls for service. The City participates in the Monterey Peninsula Response Unit which consists of officers specially trained in police SWAT tactics and crisis negotiations.

The Nuisance Abatement Division oversees vehicle abatement and animal control operations. The Vehicle Abatement unit is responsible for parking enforcement and the removal of abandoned vehicles within the community. The Animal Control unit is responsible for issues involving domestic animal problems within the City, including citing violators for municipal code violations.

**Support Services:** The Administrative Division acts as the support services section for the entire Police Department. The records unit is responsible for the processing and distribution of police reports and other records. They are also, generally, the first persons contacted by a citizen when telephoning or visiting the Department. Jail operations and evidence handling are also overseen by the Administrative Division.

The Investigations Division conducts follow-up criminal investigations on felony and select misdemeanor crimes. Two Detectives are assigned to the Monterey Peninsula Regional and Violence Narcotics Team (PRVNT). With offices located in the City of Monterey, PRVNT investigates some of the most demanding and challenging cases related to violent crime and illegal narcotics.

The School Resource Officer is a point of contact for troubled youth and works closely with educators and probation personnel. In addition, the unit is charged with the responsibility of suppressing gang activities in and around local schools. The Youth Diversion Counselor (provided by the County of Monterey) is responsible for diverting youth that became involved in criminal activities toward a path of rehabilitation rather than punishment. The focus is on the first time offender with the objective being to prevent repeat offenses from occurring.

### **Issues, Challenges and Opportunities**

The Department boasts an outstanding team with a mixture of seasoned officers and supervisors and officers with less than five years of experience in their current positions. As a result, the new Chief will have the opportunity to develop a new command staff to lead the Department. The selected candidate will also have the opportunity to shape the department for the long term, being entrepreneurially savvy and able to integrate best practices with technological advances to adapt policing practices for a successful, contemporary law enforcement agency.

The new Chief must also be skilled at successfully hiring, training, and developing personnel into a cohesive unit, that can provide outstanding and professional law enforcement services to the community. The new Chief will enter a department eager to move forward and looking forward to setting the standard in the region in leading-edge, team-oriented approaches to community

safety.

The City of Seaside has a proudly diverse population, and the candidate will need to have a background in, and affinity for, working with such a community.

**TYPICAL QUALIFICATIONS:  
The Ideal Candidate**

The City is seeking an energetic and seasoned leader for their new Chief of Police. She/he will be honest, fair, respectful, ethical, and possess solid character. The ideal candidate will be approachable, possess an open door policy and the ability to communicate with staff at all levels. He/she will be able to set direction for the Department, but also allow staff to do their work. The new Chief will be able to create a positive working environment where ideas and feedback are listened to, appreciated and acted upon. Candidates who are transparent, understand accountability, and support staff will be valued.

The ideal candidate will have a proven track record working with ethnically diverse cultures, experience in community policing and best practices including CALEA accreditation, possess a reputation for positive engagement of staff and stakeholders and demonstrate an array of success in community-based programs that deal with drug and gang issues.

Exceptional communication and interpersonal skills are essential for a candidate's success in this search. The ideal candidate will be an adaptive team player who works collaboratively and enthusiastically in an executive team environment, and with outside agencies. Competitive candidates should understand the hands-on nature of how smaller cities work and be able to look at issues from a city-wide and regional perspective.

It is desired that the new Chief make Seaside their home and be actively involved in the community. Someone who is outgoing, authentic and respects traditions of the community without being tethered to the past is highly desired. The ideal candidate will possess an open door policy for all community members and welcome their feedback and suggestions. Compassionate, highly professional citizen service is a top priority, and requires demonstration of patience and sensitivity to the needs of the community.

Candidates must possess ten years of municipal law enforcement experience, with at least three years at the command level that includes command responsibility for patrol staff. Experience with gang-related issues and grant writing is desirable and exemplary prior performance is highly valued. A Bachelor's Degree in administration of justice or a closely related field is required. A Master's Degree and/or demonstration of continued professional development including attendance at the FBI National Academy, Kennedy School Senior Executive Program or similar program is highly desired. Must be able to meet the minimum standards as determined by California Peace Officer Standards and Training.

**SUPPLEMENTAL INFORMATION:**

Please submit a current resume with your application.

We do not accept applications or resumes for jobs which are not currently open.

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://agency.governmentjobs.com/seaside/default.cfm>

Job #2017-36  
POLICE CHIEF  
RG

OUR OFFICE IS LOCATED AT:  
440 Harcourt Avenue  
Seaside, CA 93955  
831-899-6711  
831-899-6713  
[salcaraz@ci.seaside.ca.us](mailto:salcaraz@ci.seaside.ca.us)

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### Police Chief Supplemental Questionnaire

1. OPTIONAL: Are you a Veteran? Veterans are defined in accordance with California Government Code 18973 which states that a "veteran" means any person who has served full time for 30 days or more in the armed forces in time of war or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States, or during the period September 16, 1940, to January 31, 1955, or who has served at least 181 consecutive days since January 31, 1955, and who has been discharged or released under conditions other than dishonorable, but does not include any person who served only in auxiliary or reserve components of the armed forces whose service therein did not exempt him or her from the operation of the Selective Training and Service Act of 1940.  
 Yes    No
  
2. OPTIONAL: If you are a veteran, are you requesting a Veterans' Preference? If so, you must attach a copy of your DD214 with your completed application form.  
 Yes    No