



The City of
San Fernando, California



invites your interest in the position of

Police Chief



Welcome to

San Fernando, CALIFORNIA

The Community

San Fernando is located in the northeast portion of the San Fernando Valley at the southern foot of the San Gabriel Mountains, approximately 23 miles North of Downtown Los Angeles. This compact community of 2.4 square miles and 25,000 residents is completely surrounded by the City of Los Angeles, including the nearby communities of Sylmar, Mission Hills, and Pacoima.

The Community *continued*

As you enter the City of San Fernando along picturesque, palm-lined Brand Boulevard, you discover a community rich in California history dating back almost two centuries. Named in honor of a Spanish Saint/King, San Fernando was settled long before the rest of Los Angeles' Northeast Valley. In 1874, San Fernando became the valley's first organized community, thus earning the title "First City of the Valley." The City grew out of the ranching activities surrounding Mission de San Fernando Rey, whose graceful porticoes still stand today.

San Fernando enjoys a sweeping view of the panoramic San Gabriel foothills and a sense of privacy. Yet it is only minutes away from Downtown Los Angeles and other centers of commercial activity, thanks to a network of freeways. San Fernando has easy access to the Interstate 5 Freeway (I-5), State Route 118 (SR-118), the Interstate 210 Freeway (I-210), as well as the nearby Burbank and Whiteman airports. The City combines modern metropolitan conveniences with a close-knit community of friendly, civic-minded residents.





City Government

The City of San Fernando was incorporated in 1911 and is organized according to the Council-Manager form of government with seven full service departments, including Administration, City Clerk, Finance, Community Development, Police, Public Works, and Recreation and Community Services. Fire and emergency medical services are provided through a contract with the City of Los Angeles. The City employs approximately 132 full-time equivalent employees from a total Adopted Budget for fiscal year 2021-2022 of \$63.9 million, which includes a General Fund budget of \$22.2 million.

The City is governed by a five-member City Council who serve overlapping four-year terms, with the Mayor appointed every year, on a rotating basis, by a majority vote of the City Council. The City Council appoints only the City Manager, City Attorney, and City Clerk.

The San Fernando Police Department

The San Fernando Police Department (SFPD) works in partnership with the San Fernando Community to provide the highest quality leadership and police services. The SFPD provides its services through a total staff of 54 employees, including 34 sworn officers, and an annual budget of \$9.58 million (FY 22). The SFPD is organized in two primary divisions, Operations and Detectives/Support Services, with a Lieutenant overseeing each division. The two Lieutenants and an Executive Assistant report directly to the Police Chief.

Despite its relatively small size, the SFPD is a full-service police department, providing the core police patrol and investigative services as well as a School Resource Officer, records, dispatch services, jail operations, parking enforcement, crossing guards, explorers, a cadet program, and a reserve officer program.



Opportunities

The next Police Chief will be presented with the opportunity to demonstrate strong leadership through the following:

- ◆ The next Police Chief will assume command of a police department comprised of staff members who are deeply dedicated to serving a highly supportive San Fernando community. While the City has been able to add staff and vehicles in recent budgets, staffing remains a concern of internal and external stakeholders in terms of having adequate patrol staff available to maintain rapid response times. The next Chief will need to strategically assess staffing and deployment models in order to provide the best service possible.
- ◆ In a similar vein, the next Chief will have an opportunity to bring a contemporary focus to officer wellness, retention, and recruiting in order to maintain a robust, healthy workforce that continues to provide the outstanding public safety service to which all have become accustomed.
- ◆ While the San Fernando community is supportive and proud of its Police Department, opportunities to increase community interaction via enhanced social media and website engagement exist. An increased effort to engage the community through Neighborhood Watch and other engagement programs should be a focus of the next Chief as well.
- ◆ San Fernando has secured grant funding to be utilized in outfitting patrol vehicles with in-vehicle video technology as well as officers with body worn cameras. The next Chief of Police will oversee the procurement as well as the technological and policy implementation to support adding these contemporary technologies. Experience in implementing technologies such as these is highly desirable.
- ◆ Surrounded by Los Angeles, the San Fernando community enjoys a small town feel where residents and business owners enjoy close interaction with Department staff. Its relatively small size has afforded the community with a high level of access to community leaders and the expectations are high. The Police Chief will be the role model for accessibility, empathy, and selfless service in a city whose residents are prideful and desirous of maintaining the safe feel of their community.
- ◆ An opportunity exists to increase engagement and interaction with youth in the community.



The Ideal Candidate

The City of San Fernando seeks a highly ethical and collaborative Police Chief with the following characteristics:

- ◆ A contemporary focus on staff wellness, as well as internal and external transparency.
- ◆ A selfless leader who is genuine, relatable, and has a global view that promotes the best interests of the City. The ideal candidate will rely on teamwork and collaboration within the Department, within the community, and within the broader City organization.
- ◆ Possess a lens for diversity, equity, and inclusion. The next Chief should also bring a strong commitment to mentoring and developing Department staff at all levels. Experience in succession planning will also benefit the San Fernando Police Department.
- ◆ A modern leader with strong communication skills is needed, yet the Chief must be compassionate, empathetic, highly collaborative, and transparent. The Chief should be proud of the SFPD's work and encourage openness whenever possible, and accountability at all times.
- ◆ Confident, highly ethical, fair, and trustworthy leader within the Department and broader community.
- ◆ Experience in integrating technology enhancements and utilizing a data-driven approach to crime management are desirable attributes/experiences the next Chief should possess.
- ◆ Take a “hands-on” approach to the job and bring a strong, varied level of operational and administrative experience.
- ◆ While not required for the position, the ability to speak Spanish is highly desirable for the next Chief of Police.

Education and Experience

Any combination of education and experience that would provide the knowledge, skills, and abilities necessary is qualifying. The following is a typical way to qualify:

Education: Graduation from a four-year college or university with a major in police science, law enforcement, criminal justice, public administration, or a closely related field

Experience: Ten years of police experience including five years of management level experience.



Compensation and Benefits

The salary for the Police Chief is **\$167,088 to \$203,100**, commensurate with qualifications and experience of the selected candidate.

The selected candidate will enjoy excellent benefits including CalPERS (3%@55 for Classic members or 2.7%@57 for new members).

Additionally, the City of San Fernando offers a comprehensive and competitive benefits package which includes:

Insurance – Cafeteria Plan with an allowance (\$941.37 Single; \$1,629.86 Two Party; and \$2,193.56 Family) to apply toward Medical, Dental and Vision benefits offered through the City’s insurance plans for employee and eligible dependents. The City pays for Long Term Disability Insurance, and \$50,000 term/AD & D Life insurance policy.

Annual Leave – 20- 30 days per year (depending on length of service).

Management Leave – 15 days per year, prorated the first year. Unused leave will be cashed out in December of each year.

Longevity – 3% above base monthly salary upon completion of 10 years of continuous service. Additional 1% on completion of 20 years, and additional 1% on completion of 30 years of service.

Bilingual Bonus – \$100 per month.

Tuition Reimbursement – Up to a maximum of \$3,000 per fiscal year.

Wellness Reimbursement – Up to \$600 each fiscal year.



City of San Fernando | Police Chief





To Be Considered

Interested candidates should apply by **November 15, 2021**. To be considered, submit a compelling cover letter and comprehensive resume to apply@ralphandersen.com. Top candidates may be asked to complete supplemental material to elaborate on areas of expertise and demonstrate their ability to communicate effectively. Candidates are encouraged to apply early for maximum consideration.

This is a highly confidential search process. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Chief Bryan Noblett (ret.) or Chief Greg Nelson (ret.), Ralph Andersen & Associates, at (916) 630-4900.

The City of San Fernando does not discriminate on the basis of race, color, national origin, sex, sexual orientation, religion, and handicapped status in employment or the provision of services. The provisions in this bulletin do not constitute a contract, expressed or implied, and any provisions contained herein may be modified or revoked without notice.





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SAN FERNANDO, CALIFORNIA

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