



**DEPUTY
POLICE
CHIEF**

THE COMMUNITY

The City of Davis (population nearly 69,000) is a classic college town known for its desirable quality of life, excellent K-12 schools, a small-town atmosphere, and an emphasis on parks and open spaces. Davis is conveniently located in Yolo County, twenty minutes from the state capitol and set between the coastal range to the west and towering Sierra Nevada Mountains to the east.

The City is home to the University of California, Davis (UCD)—one of the country's premier public research universities, ranked first in the world for Veterinary Medicine and first nationally in Agriculture. With a combined undergraduate and graduate student population of more than 39,000, UCD ranks third largest in enrollment amongst the 10 campuses in the UC system. Founded in 1905, the University prizes academic excellence, the environment, sustainability, and innovative thinking.

Regarded as an environmentally aware and socially innovative community, Davis enjoys 37 parks and over 470 acres of improved developed landscape, with more than 100 miles of bicycle paths and lanes and more bicycles per capita than any other city in the nation. The City's active citizenry participates in local, national, and international political causes. Transparency in public service is highly regarded by the community and the City.

Residents and visitors will find there is no shortage of opportunities for year-round leisure and recreational activities in Davis. The City is home to the Davis Farmers Market, a unique shopper's experience held on Wednesdays and Saturdays in Central Park. The Davis Farmers Market blends the traditional fresh fruits and vegetables sold by local farmers, with gourmet food, live entertainment, specialty products, and arts and crafts. Annual celebrations include the City of Davis Fourth of July celebration in Community Park, Davis Neighbor's Night Out—a block party to celebrate the community and give neighborhoods the opportunity to increase familiarity and communication among neighbors, and Picnic Day—a family friendly event held by the University of California, Davis (UCD) that highlights the richness of diversity and achievement of UCD and the surrounding community in all areas of research, teaching, service, and campus life.

Davis also offers a myriad of cultural and entertainment attractions. The City is touted as a regional center for artists of many media and features a community-built Art Center, more than two dozen private and public galleries, and other displays of publicly owned art, many of which include the work of local artists.

THE ORGANIZATION

Incorporated in 1917, the City of Davis operates under the Council-Manager form of government with a five-member Council and has recently transitioned to district elections. As a "general-purpose" city, Davis provides essential frontline municipal services through the collective efforts of 352 full-time equivalent employees. The City's approved 2022-2023 All Funds budget is \$227,218,829, with a General Fund operating budget of \$74,752,829. The City's projected General Fund Reserve balance for Fiscal Year 2022/23 is \$9.67 million.

The City Manager serves as the administrative head of the city government overseeing the departments of Fire, Police, Parks and Community Services, Administrative Services, Community Development and Sustainability, Utilities/Operations, Social Services and Housing, and Engineering/Transportation. As a



municipal corporation, Davis operates under the general laws of the State of California and endeavors to create a livable community with a high quality of life through land-use policies and service provisions that balance the need for housing, jobs, open space, and essential services.

THE DEPARTMENT

The Davis Police Department enjoys the full support of the City Manager's office as well as from the City Council. The mission of the Department is to serve with pride, enforce the law and guard individual human rights. To achieve this mission, the Davis Police Department models and pursues excellence by partnering with our community; investing in our employees to maintain the highest level of professionalism; being a leader in procedural justice, enacting restorative practices, and embracing our role as guardians of the community.

THE POSITION

The City has three (3) separate entities that work to help the Police Department build trust and legitimacy. The new Deputy Police Chief will be expected to work intimately with the Police Accountability Commission, Community Advisory Board, and independent police auditor. As second in command of the Department, the Deputy Chief will be expected to be involved with the entire community of Davis and comfortable being the face of the agency.

The responsibilities and essential functions of the Deputy Police Chief may include, but are not limited to, the following:

- Assumes management responsibilities for the activities and operations of the Police Department; coordinates the activities of sworn and non-sworn personnel in preserving order, protecting life and property, investigating crimes, and in enforcing laws and municipal ordinances.
- Serve as second-in command to the Police Chief; oversees the day-to-day operations of a bureau and/or divisions in the Police Department; conducts a variety of organizational studies, investigations, and operational studies; makes modifications to programs, policies, and procedures as appropriate; prepares and presents staff reports and other necessary correspondence.
- Manages and participates in the development and implementation of goals, objectives, policies, and priorities for assigned



programs; recommends and administers policies and procedures.

- Plans, directs, coordinates, and reviews the work plan for assigned staff; determines need for police action and assigns work activities, projects, and programs; reviews and evaluates work products, methods, and procedures; meets with staff to identify and resolve problems.
- Selects, trains, motivates, and evaluates personnel; oversees and coordinates police training programs; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
- Oversees and participates in the development and administration of annual budget; participates in the forecast of funds needed for staffing, equipment, materials, and supplies; monitors and approves expenditures; implements adjustments.
- Serves as the liaison for the assigned bureau/division with other divisions, departments, elected officials, media, and outside agencies; negotiates and resolves sensitive and controversial issues; cooperates with other law enforcement agencies in the apprehension of criminals; plans special operations and task forces.
- Participates on a variety of boards, commissions, and committees; prepares and presents staff reports and other necessary correspondence.
- Establishes and directs training programs for both sworn and non-sworn personnel in the various phases of police activities including recruit Field Training Programs.
- Serve as acting Police Chief as assigned; acts on behalf of the Police Chief in the absence of same.

THE IDEAL CANDIDATE

The City of Davis is seeking an experienced law enforcement professional with demonstrated leadership capabilities to serve as its new Deputy Police Chief. A humble leader that can lead by example and mentor staff is sought. The ideal candidate will be a service-minded individual with effective communication, both verbally and in writing, and will possess excellent interpersonal skills and the ability to listen. The incoming Deputy Chief will be an engaging and approachable leader who will maintain a high level of discipline and support high morale in the Department.

Building trust with Department staff as well as the community and City Staff will be extremely important for the new Deputy Chief. The next Deputy Chief will be a full member of the City's Management Team and work well with their peers as well as the City Council and City Manager. Candidates will be expected to understand the culture of the City of Davis and its politics yet be apolitical. Candidates will be expected to understand transparency for the Davis Police Department and have the ability to work with all aspects of the community, especially the academic community and administration from the University.

Essential to success in this assignment will be a strong community policing and problem-solving background, experience in strategic and succession planning, and a track record of working well with outside agencies. The ideal candidate will have experience establishing and maintaining effective relationships with other public safety agencies, City Departments, the business community, and active citizenry. A proven



history of community engagement as well as strong leadership and communication skills are vital in this position.

A strong candidate for this position will have successful experience with recruitment and retention of personnel; knowledge of the operational characteristics, services, and activities of a comprehensive municipal law enforcement program; principles and practices of law enforcement, including identification and investigative techniques; the Crisis Now model; technical and administrative phases of crime prevention and law enforcement, including patrol, traffic control, juvenile delinquency control, record keeping, and care and custody of persons and property; methods and techniques of confiscation of evidence; recent court decisions affecting law enforcement; and the principles of municipal budget preparation and control.

QUALIFICATIONS

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be equivalent to a bachelor's degree from an accredited college or university with major course work in police science and administration, public administration, business administration, political science, or a related field. A master's degree in public or business administration is desired.

Three (3) years of increasingly responsible experience in a middle management capacity or higher in a municipal police department including three years of supervisory responsibility. Possession of, or ability to obtain, an appropriate California driver's license. Possession of a California POST Management Certificate or out of state equivalent is required.

THE COMPENSATION

The annual salary range for the incoming Deputy Police Chief is \$141,190 - \$171,620; placement within this range is dependent upon qualifications. The City also offers an attractive benefits package including:

Retirement — Eligible date of hire. The city contracts with the Public Employees Retirement System (PERS): 3% @ 50 retirement formula for Classic PERS members



and 2.7% @ 57 retirement formula for new enrollees to PERS. The city contracts with the Public Employees Retirement System for the 1959 Survivor Benefit Level Four (4). In compliance with federal law, the City is required to withhold 1.45% of gross salary for Medicare. The City does not participate in Social Security.

Health Benefits – The City will contribute to each eligible bargaining unit employee's cafeteria benefit plan \$1972.31 towards monthly health premiums. Each year thereafter, the City's contribution towards monthly health care premiums will increase based on actual increases in the health care premium rate for the regional Kaiser plan the City is linked to for employee plus two or more dependent level (i.e., family level) as follows: the City will contribute the first three percent (3%) of any increases in health premiums for applicable regional Kaiser area plan at the family level and will contribute fifty-percent (50%) of any increase that is greater than six percent (6%) in any plan year.

Retiree Medical – Employees hired on or after January 1, 2013, who retire for service or disability – The City shall contribute to eligible retirees an amount equal to the Medicare Supplemented/Managed Medicare monthly rate based on the CalPERS Kaiser Sacramento Area rate for employee plus one (1) dependent based on status (2019 Rate = \$605.06).

Education/Certificate Incentive – Education/Certificate Incentive pay is pensionable compensation.

- Management Certificate: Employees who have earned a California Commission on Peace Officers Standards and Training (POST) Management Certificate shall receive a three percent (3%) increase above their base pay.
- Command College/FBI National Academy: Employees who complete POST Command College or the FBI National Academy shall receive a three percent (3%) increase above base pay for educational incentive pay.
- Post-Graduate Pay: Additionally, employees who hold a master's degree or doctorate degree from an accredited school or university shall receive a two and one-half percent (2.5%) increase above base pay as educational incentive pay.

Longevity Pay – Longevity pay is additional compensation to sworn peace officers who have been with the City of Davis or in a peace officer job classification (aggregate service with the City of Davis and any other law enforcement agency or agencies) for a term exceeding 5 (five) years. The maximum longevity pay for a sworn employee is a twelve and one-half percent (12.5%) increase above the sworn employee's base pay.

Service Term	Longevity Pay
• After five (5) years of sworn service	2.5% increase above base pay
• After ten (10) years of sworn service	2.5% increase above base pay
• After fifteen (15) years of sworn service	2.5% increase above base pay
• After twenty (20) years of sworn service	2.5% increase above base pay
• After twenty-five (25) years of sworn service	2.5% increase above base pay

Vacation – Employees shall earn vacation leave during each calendar year according to the following schedule:

Years of Employment	Vacation Hours Earned Per Year
1-3	120
4-5	136
6-10	160
11	184
12	192
13	200
14	208
15	216
16+	224

"Years of Employment" includes the aggregate time an employee has served in a sworn law enforcement capacity with the City and any other law enforcement agency.

Management Leave – Employees shall be credited with eighty (80) hours of management leave each calendar year, which shall be prorated and accrued on a bi-weekly basis. Employees are able to cash out up to 100% of the management leave accrued in one year.

Sick Leave – Sick leave shall be earned at the rate of eight (8) work hours for each calendar month of service.

Holidays – Employees shall accrue vacation in lieu of holiday time on a pro rata basis per pay-period for an annual total of one-hundred sixteen (116) hours (added to vacation).

Bilingual Pay – City agrees to pay \$150.00 per month per certified employee for bilingual pay if the employee qualifies and remains on the Authorized Interpreters List as specified and periodically amended by Police Department Policy. City agrees to pay an additional \$50 per month, not to exceed \$200.00 per month total in bilingual pay, to employees who are designated in writing by the City to administer the initial bilingual certification test and the update testing to other Department employees.

Uniforms – New employees will be provided full uniforms and safety equipment. Uniform replacement allowance of \$1,500.00 per fiscal year. One-Hundred Fifty (\$150) per fiscal year as a Uniform Cleaning Allowance.

Other Benefits – Medical Reimbursement Plan (MRP). Dependent Care Assistance (Dep Care). Deferred Compensation. Supplemental Life. Sworn Officer Equipment Loan Policy. Computer Loan Policy. Bike Loan Policy. PERS Long Term Care Program.

For additional information:

MOU for Individual Police Management
6.30.2023

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
October 21, 2022

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Davis. Candidates will be advised of the status of the recruitment following selection of the Deputy Police Chief.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:

(916) 784-9080

