



East Bay 
Regional Park District

**POLICE
CAPTAIN**

 **BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE DISTRICT

The East Bay Regional Park District (EBRPD) contains 73 parks, 55 miles of San Francisco and Delta shorelines, 1,330 miles of park trails, and a regional green trail transportation network of 250 miles of paved trails all within its 125,000 acres, making it the largest regional Park District in the United States. The EBRPD has a diverse portfolio of parks, from shorelines, lakes, mountains, forests, wilderness areas, swim facilities, golf courses, and cultural sites. These parks reach across two counties, which include 33 urban cities.

Located on the eastern side of the San Francisco Bay, the East Bay quality of life offers open spaces, waterways, world-class educational and cultural institutions, urban centers, and a culturally diverse community. The East Bay has drawn many of the region's most innovative companies, workers, and students from around the world, thus creating many economic opportunities. The District works to ensure a healthy and thriving ecosystem that protects wildlife and habitat by adapting to the changing climate by restoring wetlands, repairing levees, thinning trees, monitoring algae blooms, and building park facilities.

The EBRPD is a result of decades of hard work by innumerable citizen activists, elected district directors, general managers, district employees, environmental organizations, public officials, volunteers, and taxpayers who have collaborated to ensure that residents in the region have access to a system of magnificent regional parklands. The District has a mission to preserve a rich heritage of natural and cultural resources and provide open space, parks, trails, safe and healthful recreation, and environmental education. An environmental ethic guides the Park District in all its activities.

THE DEPARTMENT

The East Bay Regional Park District Police Department is located at Lake Chabot in Castro Valley, with deployment points at the East Bay Municipal Utilities District (EBMUD), San Pablo Reservoir in Orinda, and Contra Loma Regional Park in Antioch, and at the Air Support Unit at the Hayward Municipal Airport. The Department includes the Air Support Unit, Marine Patrol, Equestrian Patrols, Investigations Unit, and a 24-hour per day 9-1-1 Communications Center.

The area of patrol covers all of Alameda and Contra Costa Counties and trails. Through policing contracts, the Department provides law enforcement services in the EBMUD watershed and recreation facilities as well as the Department of Veterans Affairs. By special agreement, the Department also provides police service in the East Bay lands of the San Francisco Public Utilities Commission's watershed, and for several state-owned parklands located in the East Bay.

At peak summer season, the Public Safety Division is staffed by approximately 500 personnel, which includes 195 full-time equivalent employees



(73 of whom are sworn police officers). In addition, the District employs 165 seasonal lifeguards, 175 members on the Volunteer Trail Safety Patrols, and 36 On-Call Firefighters. The Division's annual budget is approximately \$42 million. East Bay Regional Park District PD is a full service POST-recognized law enforcement agency and has earned full accreditation by The Commission on Accreditation for Law Enforcement Agencies (CALEA).

The Department is proud of their commitment to the community and the partnerships formed along the way, realizing that safety and quality of life are both personal and shared responsibilities. The goal is to make the East Bay Regional Parks District one of the nation's safest open space and recreation areas. Every effort is made to provide an excellent park experience for frequent and occasional visitors alike.

THE POSITION

Under administrative guidance, the Police Captain plans, directs, and organizes the operations, support services, and law enforcement activities of the Police Department. The Captain manages, develops, and directs departmental programs and projects, formulates and implements administrative policies and procedures, and manages subordinate supervisory staff. Additional duties include directing and overseeing the coordination of activities, programs, and staff; developing, recommending, and guiding the establishment of departmental policies and procedures; motivating and developing staff directly and through subordinate supervisors; and monitoring performance in accordance with established standards, plans, objectives, policies, and procedures.

The Police Captain serves as a member of the Park District's senior leadership team, and has the responsibility to provide leadership, direction, and technical expertise to the programs and staff of the Police Department. The next Police Captain must ensure

the Department meets ongoing and annual operational and financial objectives and represent the Park District's law enforcement interests within and outside the Park District, as appropriate. Other responsibilities include:

- Ensuring the maintenance of documented procedures.
- Ensuring understanding on the part of all Public Safety Department personnel of all applicable ordinances and statutes, and procedures for enforcement.
- Reviewing logs and reports.
- Directing staff reports to be drafted on police and administrative activities.
- Ensuring dissemination of approved security and emergency procedures for use by Park District personnel.
- Preparing and recommending the annual budget for Public Safety.
- Managing internal investigation's involving allegations against police department personnel.
- Assigning and reviewing investigations, drafting command-level reviews, and making recommendations to the Chief of Police.
- Other duties as assigned.

The Police Captain is an at-will, unrepresented position.

THE IDEAL CANDIDATE

The East Bay Regional Park District is seeking a Police Captain who is committed to the community and will embrace the District's mission. The ideal candidate has humility, the ability to listen, and has experience presenting to political bodies, the community, and other law enforcement personnel. An individual who understands the diverse community that we serve and can adjust to dynamic situations and implement effective decisions accordingly is sought. Someone who is up to date with current legal, social, and economic issues related to law enforcement, patrol logs, reports, investigation strategies, and procedures is essential.

The ideal candidate is a trustworthy and ethical advocate for the Department and the District. Candidates who have a proven track record of providing honest feedback to their supervisors are encouraged to apply. The District is seeking a candidate with extensive experience in field operations with the ability to collaborate with other law enforcement agencies, other departments within the District, and the administrative staff of the District. A candidate with excellent presentation and communication skills will be successful.

The incoming Captain will be a morale builder who believes in an open door and collaborative style of management.



They must have the ability to plan, organize, and evaluate division activities and staff; assist with the development and implementation of goals, objectives, policies, procedures, work standards, and internal controls; interpret and apply administrative/operational policies; effectively contribute to the District's Equal Employment Policy objectives; coordinate with other staff to ensure development and maintenance of appropriate law enforcement records, systems, and procedures; and respond effectively under stress and emergency conditions. The new Police Captain has a proven track record of analyzing and problem solving, and can manage multiple priorities, including the balancing of competing interests in a regulatory and political environment.

The ideal candidate exercises sound judgement, initiative, and tact, and demonstrates interpersonal sensitivity. They have the ability to establish and maintain effective working relationships with those contacted in the course of work at all levels, including a culturally diverse general public, with a focus on quality service to internal staff and external customers and park users.



Qualified candidates possess at least five (5) years of experience in the public safety or law enforcement field, two (2) of which must have been in a first-level manager position. A Bachelor's Degree from an accredited college or university with major coursework in Police Science, Public Administration, or a related field is required, but additional experience may substitute for a maximum of two years of the required education on a year for year basis.

All East Bay Park Regional District employees are required to be vaccinated as a condition of employment.

COMPENSATION

The annual salary for the Police Captain is \$177,444.72 to \$226,491.12. EBRPD also offers incentive pay of up to 9.5% for combination POST and education premiums. The District also offers a generous benefits package including:

Vacation Accrual -

Newly hired to 5 years:	12 days/year
6 years to 10 years:	15 days/year
11 years to 15 years:	18 days/year
16 years to 20 years:	21 days/year
20+ years:	21 days/year plus one additional day per year of service

Sick Leave Accrual - 12 days per year, unlimited accrual.

Management Leave - An additional 80 hours of management leave per year (resets annually, no carryover).

Holidays - 14.5 paid holidays.

Medical Insurance - Choice of CalPERS HMO and PPO Health Plans. District pays 100% of Kaiser Premium. The effective date of coverage will be the first day of the month following the date the enrollment form is received in HR. Employees have 60 calendar days from the date of employment or qualifying event to modify health enrollment.

Vision Insurance - Voluntary benefit. Employee paid. Coverage through Vision Service Plan (VSP) for either Standard or Premium Plan.

Dental Insurance - District paid. Employees will be automatically enrolled. Dependent enrollment is optional. Option of seeing Delta Dental PPO or Delta Dental Premier dentists. The annual maximum benefit is \$2,000 per enrolled employee. Diagnostic, preventative, and basic benefits: 90% plan and 10% enrollee co-payment.

Retirement -

Classic (hired after 03/31/12 and not new CalPERS members after 01/01/2013)

Safety: 3% @ 55

Minimum retirement age 50

Contribution rates as of 07/01/2021

Employer Rate: 23.790%

Employee Rate: 12.00% (Member pays 3% of ER Rate)

PEPRA

Safety: 2.7% @ 57

Minimum retirement age 50, with 2% @ 50

Contribution rates as of 7/1/21:

Employer Rate: 13.16%

Employee "Normal Cost" Rate: 13.13%

Employee Contribution: Effective 7/1/20: 13%

Social Security & Medicare -

Employee Cost: 7.65% of earnings (6.2% Soc. Sec. + 1.45% Medicare)

Employer Cost: 7.65% of earnings (6.2% Soc. Sec. + 1.45% Medicare)

Other Benefits - Deferred Compensation Plan, Flexible Spending Accounts, Life Insurance, Tuition Reimbursement, Employee Assistance Program, and Long-Term Disability.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:

June 27, 2023

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. Candidates will be advised of the status of the recruitment following finalists' selection. Finalist interviews will be held with East Bay Regional Park District. 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.

If you have any questions, please do not hesitate to call Ms. Adele Fresé at:

(916) 784-9080

