



# East Bay

Regional Park District

**ASSISTANT  
GENERAL  
MANAGER  
PUBLIC SAFETY/  
POLICE CHIEF**





## 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 125,496 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 Park 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 Park District is dedicated to honoring the rich history and diversity of this community through leadership and a workforce that reflects the community it serves. 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 Park 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.

## GOVERNANCE

EBRPD is governed by a seven-member elected Board of Directors. The Board selects the Board President and other Board Officers to serve a one-year term. Each Director represents a specific geographic area of the District known as a ward. EBRPD itself comprises all of Alameda and Contra Costa counties representing 2.8 million residents. Bi-monthly public Board meetings and monthly committee meetings are conducted to transparently discuss policies and conduct EBRPD business.

Operations are under the leadership of the General Manager who serves at the pleasure of the Board. The General Manager oversees six divisions: Public Safety (Fire, Police, Lifeguard Services); Operations (Business Services, Interpretative and Recreation Services, Maintenance and skilled trades, Park Operations); Public Affairs (Communications, Community Relations, Creative Design Group, and District Archives); Acquisition, Stewardship and Development (Land



Acquisition, Design and Construction, Planning, Trails and GIS, and Stewardship); Human Resources (Employee and Employer Relations, Benefits, Recruitment and Classification, and Learning and Development, and Risk Management); and Finance and Management Services (Finance, Grants, Information Services, and Office Services).

## THE DIVISION

The East Bay Regional Park District Public Safety Division 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 Public Safety Division includes Police, Fire, and Lifeguard Services. The Police 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 Police Department provides law enforcement services in the EBMUD watershed and recreation facilities as well as the Department of Veterans Affairs. By special agreement, the Police 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 197 full-time equivalent employees (74 of whom are sworn police officers). In addition, the District employs approximately 150 seasonal lifeguards. The Division's annual budget is approximately \$45 million. East Bay Regional Park District Police Department 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 Public Safety Division 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

The Assistant General Manager Public Safety/Police Chief oversees the Police and Fire Departments including Lifeguard Services. The Assistant General Manager (AGM) 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 AGM 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 all safety services. The next AGM must ensure the Department meets ongoing and annual operational and financial objectives and represent the Park District's public safety 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 investigations involving allegations against police department personnel.
- Other duties as assigned.

[Click here to learn more about the EBRPD Fire Department.](#)

## THE IDEAL CANDIDATE

The East Bay Regional Park District is seeking a passionate and creative visionary to serve as the next Assistant General Manager. A strong leader who isn't afraid to take risks and will set an example of integrity, community engagement,



and individuality. An individual who will maintain a high level of discipline and morale but remain approachable and maintain an open-door policy with all staff. The ideal candidate will have strong leadership and management skills. Exceptional interpersonal skills and the ability to effectively communicate, both verbally and written, with the public, Board members, and other District personnel will be valued.

The successful candidate has the ability to evaluate effectiveness of the safety operations, understands organizational development, and can institute improvements throughout the Division to align with the values of 21st century policing. This individual must have an interest in environmental conservation and stewardship and will be a unifying mentor and team builder who prioritizes people and the needs of the team. Known for being enthusiastic about their work, the selected candidate will also be an outstanding manager experienced with organized labor and capable of fostering an inclusive culture that is characterized by high standards of accountability and trust.

Qualified candidates possess at least eight (8) years of experience in the public safety or law enforcement field, two (2) of which must have been in a senior management level 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. A Master's degree in administration of justice, public administration or a related field may be substituted for three of the required eight years of experience. Candidates must be POST certified and have experience with labor unions. All East Bay Park Regional District employees are required to be vaccinated as a condition of employment.





## COMPENSATION

The annual salary for the Assistant General Manager Public Safety/Police Chief is \$214,843.20 - \$274,185.60. EBRPD also offers a generous benefits package including:

**Combination POST and education premiums** - Up to 9.5%.

### **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.

**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 07/01/2023
Employer Rate: 23.150%
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 7/1/23:
Employer Rate: 13.54%
Employee "Normal Cost" Rate: 13.13%
Employee Contribution: Effective 7/1/23: 13.75%

### **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, Short Term and Long-Term Disability.

## TO APPLY

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

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:**

**October 6, 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 & 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 East Bay Regional Park District. Candidates will be advised of the status of the recruitment following selection of the Assistant General Manager Public Safety/Police Chief.

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

(916) 784-9080

