

CHIEF OF POLICE





THE COMMUNITY

The City of El Segundo is ideally located on the Santa Monica Bay encompassing over five square miles, spanning from Los Angeles International Airport on the north, the City of Manhattan Beach on the south, the Pacific Ocean on the west and the unincorporated area of Del Aire and City of Hawthorne east of Aviation Boulevard. This beachside gem is quickly earning a reputation as a unique corner of Southern California. With a friendly, small-town charm and an ever-growing community of diverse businesses, El Segundo is a thriving coastal community and 5.5 square mile economic powerhouse.

A small group of representatives from Standard Oil Company in the early 20th century was the impetus behind the founding of the City. El Segundo is Spanish for “the second” which was the name given to the community when then Standard Oil built its second California oil refinery here in 1911. Since its incorporation on January 18, 1917, the City has evolved from a working-class refinery town on the edge of Los Angeles to one of California’s most dynamic and diversified economic engines. Today El Segundo is renowned for its quaint small-town atmosphere surrounded by a thriving business environment that caters to some of the nation’s most prestigious corporations.

The City’s population is just under 17,000, which has enabled the community to preserve its small-town intimacy and charm. As a regional center for commerce, El Segundo’s daytime working population exceeds 75,000 with additional visitors staying at the City’s 15 hotels. A high concentration of Fortune 500 companies such as AT&T, Gilead (Kite Pharma), Mattel, Northrop

Grumman, Boeing, and Raytheon as well as entertainment, media, medical, professional sports franchises, financial, and aerospace organizations such as the Los Angeles Lakers, Los Angeles Kings, Los Angeles Times, and Los Angeles Air Force Base call El Segundo home.

Experiencing tremendous economic growth and evolution over the past several years, the City has recently welcomed many new types of diverse business including Top Golf, Space Force, L’Oréal Cosmetics, Belkin International, NantStudios, Beyond Meat, Rare Beauty and the Los Angeles Chargers’ headquarters and training facility. Throughout the region, El Segundo is known for its pro-business attitude and has been recognized three times by the Los Angeles Economic Development Corporation as the “Most Business-Friendly City in Los Angeles County.”

To learn more, visit:
<https://www.elsegundo.org>

CITY GOVERNMENT

El Segundo is a General Law city that operates under the Council-Manager form of Government. The City is governed by a five-member City Council elected at large, on a non-partisan basis, to four-year overlapping terms. The position of Mayor is selected by Council Members and serves a two-year term. The City Manager is appointed by the City Council to serve as the organization’s CEO.

The City delivers a comprehensive range of municipal services through nine major departments (including police and fire) with approximately 412 full-time equivalent employees and a FY 2023-24 All Funds budget of approximately \$196 million.

Vision

Be a global innovation leader “where big ideas take off” while maintaining our unique small-town character.

Mission Statement

Provide a great place to live, work, and visit.

Values

Service, Ethics, and Collaboration

POLICE DEPARTMENT

The El Segundo Police Department (ESPD) strives to be recognized as an organization that provides unparalleled service through professionalism, training, innovation, and partnership with the community. ESPD is supported by 97 full-time positions: 72 sworn and 25 non-sworn personnel and an annual budget of \$27 million. In June 2023, the City approved 10 new sworn positions for the Department and has an active selection process underway to fill these openings.

El Segundo Police Department Mission

Our mission is to provide a safe and secure community while treating all people with dignity and respect.

The agency is organized across two Bureaus: Administrative Services and Field Operations.

Administrative Services Bureau

Investigative Division – handles follow-up investigations and assists in the prosecution of all crimes; utilizes resources to identify and combat crime trends.

Administrative Division - coordinates the maintenance of police vehicles and equipment; manages inventory and distribution of supplies and equipment; prepares the department budget, ensures compliance with custody of official police records; oversees the investigation of personnel complaints and compliance with training mandates.



Community Engagement Division - strengthens relationships with the community; disseminates relevant information; develops crime prevention and awareness programs; coordinates with Community Lead Officers and School Resource Officers and manages volunteer programs.

Field Operations Bureau

Patrol Division - patrols the City; enforces penal codes and municipal codes; maintains public order; enforces traffic law; provides public assistance as circumstances require.

Special Operations Division - ensures safe and efficient movement of traffic in the city through high-visibility enforcement and public education; enforces parking control; coordinates special events and handles animal control calls.

ESPD strives to adhere to RISE values:

Respect
Integrity
Service
Excellence

To learn more about ESPD, visit:
<https://www.elsegundopd.org>.



THE IDEAL CANDIDATE

The ideal candidate will be an inspiring and resilient leader who is energized by the opportunity to serve a small community in a dynamic urban setting. This hands-on working Chief will be a forward-thinking professional who is willing to invest in the strategic planning and organizational development necessary for the department to continue to meet the city's evolving service needs and demands.

Competitive candidates will be well-versed in contemporary policing techniques and approaches to training and development. In addition, the individual selected will be passionate about setting clear expectations and developing a workforce that includes many who are new in their respective roles. Innovative approaches to recruiting and training along with the proven ability to champion a culture that supports ongoing mentoring and coaching at all levels is strongly preferred.

This accessible leader will be an excellent verbal and written communicator and confident speaker. An adept critical thinker, they will be quick on their feet and capable of responding to public inquiries in a variety of settings and offer a distinct command presence when warranted.

El Segundo's Police Chief is expected to be visible and engaged with the community and its various stakeholders. Exceptional interpersonal skills and sophisticated political acumen will be integral to the new Chief's success. The candidate selected will have a track record of working in partnership with stakeholders to collaboratively address problems and leverage opportunities to strengthen neighborhood and economic vitality. To that end, they will be comfortable engaging with wide array of audiences, including elected and appointed officials.

The ideal candidate will offer a history of working effectively with labor groups, other city departments, and partner law enforcement agencies. The ability to establish and maintain productive and positive relationships will be necessary for maximum effectiveness in the role.

El Segundo is desirous of attracting candidates with impressive breadth in both the operational and administrative aspects of modern urban policing. Well-rounded experience that includes assignments in professional standards/ internal affairs and investigations is preferred.

Given the extensive corporate presence in El Segundo, previous experience interacting with the business community and high-level executives will be considered favorably. Experience in a small-to-midsize department is desirable, but not required. The demonstrated ability to balance the internal and external demands of the role of a police executive will be expected.

The City's ideal candidate will possess ten (10) years of progressively responsible law enforcement experience, including five (5) years of police management and supervisory experience, in which two (2) of the most recent years of experience must be at the rank of Captain or equivalent. Experience as a second in command is preferred. A Bachelor's degree in political science, public administration or a directly related field from an accredited college or university is required. A Master's degree in a law enforcement subject or related field is highly desirable. Competitive candidates will have completed a Law Enforcement executive program such as California POST Command College or CPCA Executive Leadership Institute (ELI) or equivalent.

COMPENSATION & BENEFITS

The salary range for the Police Chief position is \$211,448 - \$260,852. Placement within the range will be DOQE. Salary is supplemented by a competitive benefits package that includes, but is not limited to:

Work Schedule: 4/10 or 9/80.

Bonus Payment: \$10,000 to be paid within 30 days of executing a Voluntary Binding Arbitration Agreement.

Retirement: California Public Employee Retirement System (CalPERS) plan which offers reciprocity between agencies.

Classic Tier II: 3%@55 (employees who have been in the CalPERS system and are new to the City of El Segundo). Classic employees are required to contribute 12%.

PEPRA Formula: 2.7%@57 (employees new to the City and CalPERS, and do not belong to a reciprocal agency of CalPERS). PEPRA employees are required to contribute 14.5%.

Health Benefits: CalPERS medical, MetLife Dental and VSP plans are offered. A monthly contribution of \$1,700 is provided (\$932 per month for medical and \$768 per month in flex dollars). Flex dollars may be used towards medical premiums, deferred compensation, flexible spending, or dependent care accounts.

Long-term Disability: City paid plan provides 66.67% of salary, up to \$6,500 per month. Supplemental plan provides an additional \$2,500 per month, not to exceed 75% of earnings.

Leave Benefits: Vacation Leave is earned based on total time worked in a CalPERS agency, with maximum accrual of 188 hours annually upon 16+ years of service.

Sick Leave: is earned at 8 hours per month.

Personal Leave is one (1) day per year until such time the City recognizes Caesar Chavez or Juneteenth as a City holiday.

Administrative Leave: Up to 80 hours per calendar year. There is no cash value to this leave.

Holidays: Twelve (12) paid holidays including one floating holiday which is added to your leave bank on January 1 every year.

Auto: Take home car provided.

Cell Phone Stipend: City phone provided.

Life Insurance: City paid policy of \$50,000.

Uniform Allowance: \$53 per month.

Flexible Spending and Dependent Care Accounts: Optional participation.

Section 457 Deferred Compensation Plan: Optional participation in Mission Square plan.

Medicare: Federal mandate requires all employees hired or rehired by any government agency on or after April 1, 1986, to participate in Medicare. The City matches the employee's Medicare contribution, which is 1.45% of salary.

Application & Selection Process

The closing date for this recruitment is midnight, **Sunday, December 3, 2023**. To be considered for this opportunity, upload cover letter, resume, and a list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

Tina White • 619.948.1786

Teri Black • 424.296.3111

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the consultants. Candidates deemed to be the best qualified will be invited to interview in El Segundo in early 2024. The City Manager anticipates making an appointment following the completion of negotiations and California POST compliant background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.

