



City of  
**RIDGECREST**  
California

**POLICE  
CHIEF**



**BOB MURRAY  
& ASSOCIATES**  
*Experts In Executive Search*



## THE COMMUNITY

Located at the southern end of the Indian Wells Valley and renowned for its magnificent sunrises and sunsets, the City of Ridgecrest is a mecca for the outdoor adventurer. Incorporated in 1963 as a support system for the Naval Air Weapons Station, (NAWS) China Lake, Ridgecrest has evolved into a growing and dynamic city with many amenities while simultaneously offering a small-town feel. Ridgecrest has grown to include multiple large employers and offers community services and shopping to over 40,000 people throughout the Indian Wells Valley. This small, patriotic town provides a safe, quiet environment that is perfect for raising a family.

Ridgecrest's excellent quality of life is due to many attributes but the one that stands out is its citizens' willingness to pitch in and help, not only in support of the community, but also in relation to their neighbors. Generous citizens participate in many activities and events including local art shows, parades, the County fair and a plethora of non-profit organizations and fundraisers.

The cost-of-living index in Ridgecrest is below the U.S. average and the median cost of a home is \$259,987 (Zillow). Families have a multitude of academic opportunities to choose from including Montessori, charter schools, a thriving public school system and Cerro Coso Community College. The Sierra Sands Unified School District recently completed construction of a new middle school



and has added an Engineering Academy to the high school.

If you love the outdoors, Ridgecrest is ideally situated. The City is surrounded by public lands affording the year-round opportunity to explore nature through hiking, biking, and OHV activities. Weekends

can be spent with a quick day trip to Yosemite,

Death Valley, or Sequoia National Park, hiking the Pacific Crest Trail, packing a picnic to Kennedy Meadows, visiting the oldest living trees in the Ancient Bristlecone Pine Forest, or hiking Mount Whitney. If winter activities are your preference, Mammoth Mountain is just a short drive north for skiing, snowboarding, and more, and don't forget Lake Isabella for some water fun.

To learn more about the City of Ridgecrest, please visit:

[www.ridgecrest-ca.gov](http://www.ridgecrest-ca.gov)

## THE ORGANIZATION

The City of Ridgecrest is a General Law city operating under a Council/Manager form of government. Proud to call Ridgecrest home, the small but mighty team consists of 139 full and part time staff that is led by the City Manager (a long-time member of the City team) and a 5-member City Council. Engaged with the community on a personal and professional level, these committed public servants excel at providing responsive, high-quality service to the residents and businesses of Ridgecrest. The Management Team is a dedicated group of professionals that value their collaborative efforts to move the City forward and accomplish goals.

The City's Vision Statement is illustrative of the City's commitment: To provide cost effective municipal services, which features a clean, safe, and aesthetically pleasing environment, with strong diverse economic and business opportunities mindful of military and other operations.

The City is a financially stable organization with an operating budget of approximately \$60M for fiscal year 2022/23, and a capital improvement budget of \$11M, which does not include the \$6.9M American Rescue Plan Act Funding.

## THE DEPARTMENT & POSITION

The Ridgecrest Police Department has a mission to form a lasting and mutually rewarding partnership with the community based on respect and sincerity. The Department seeks to provide loyal, fair, and ethical police services that actively prevent crime, reduce fear, and enhance the safety of citizens through Community Policing.



The Department consists of 32 sworn staff and 23 professional staff that serve in dispatch, records, code enforcement, animal control, community service officers, evidence, and Police And Community Together. The Police Department also boasts an impressive 8 reserve officers and over 65 volunteers!

The Police Chief plans, directs, supervises, and coordinates the activities of the Ridgecrest Police Department, providing highly responsible advice and assistance to the City Manager and City Council. This position is responsible for implementing policies and establishing procedures related to crime prevention, law enforcement, and related community services. The incoming Chief will develop and administer the department budget and will confer with citizens and City officials on law enforcement problems, assisting in the development of municipal law enforcement policies.

This position plans, organizes, and directs the maintenance of law and order, protection of life and property, regulation of traffic, the apprehension of law violators, and the maintenance of police records. Essential duties include but are not limited to:

- Coordinating City law enforcement activities with those of other agencies.
- Selecting personnel, engaging in staff development and enforcing discipline regulations.
- Preparing monthly activity reports, special reports on police or traffic issues, and various other written communications.
- Representing the City in relations with the community, advisory committees, and professional organizations.
- Recommending or executing disciplinary action.

## THE IDEAL CANDIDATE

The City of Ridgecrest is seeking an experienced, professional, and community-oriented candidate to serve as the next Police Chief. The ideal candidate is a forward thinker who develops and listens to staff while remaining humble and maintaining accountability. A strategic and analytical Chief with a proven track record of leading with fairness and integrity is essential. The incoming Police Chief will focus on leadership development and continuous improvement and must

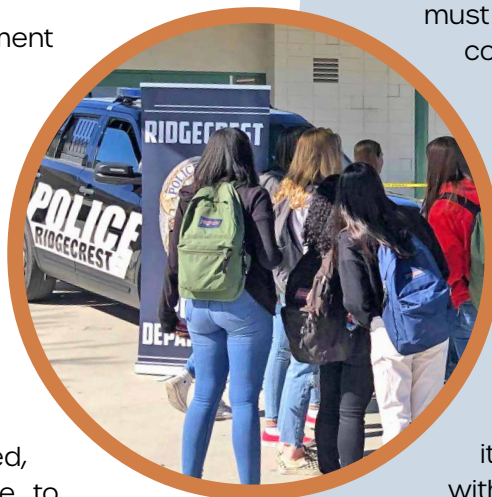


have extensive knowledge of law enforcement procedures, and supervisory and public relations techniques. Successful candidates must possess the ability to think clearly and act effectively in emergency situations as well as analyze and resolve unusual situations through the application of City policy and requisite knowledge.

The ideal candidate should have a track record of successful mentorship of staff, leading the Department by example. The incoming Chief should also have the ability to interpret, apply, and make decisions in accordance with applicable Federal, State and Local policies, laws, and regulations; prepare clear administrative and financial reports; administer large complex budgets; and analyze crime statistics and reports. Excellent communication skills, both oral and written, are essential to success in this role. The Police Chief will also interact with community members on a regular basis and must be sensitive to their concerns and needs. This

position will require a collaborative, service-minded individual with the ability to connect with people at all levels and with political acumen.

Qualified candidates possess a bachelor's degree from an accredited college or university with major course work in police science, criminology, public administration, or a related field and five (5) years of increasingly responsible experience in all major facets of municipal police work including management and supervision. Possession of or ability





to obtain a Class C California driver's license, a satisfactory driving record, and a POST Advanced Certificate is required. Proof of citizenship or authorized status will be required prior to appointment.

## COMPENSATION

The top annual salary for the Police Chief is \$171,865. Placement within this range is dependent on experience and qualifications (\$134,661 to \$171,865). The City also offers an excellent benefits package including:

**Vacation** – Begins at 80 hours annually with periodic increases to a maximum 200 hours.

**Holidays** – 11 holidays per year as recognized and 2 floating holidays.

**Sick leave** – Accrues at 4 hours per pay period with unlimited accumulation.

**Health insurance** – The City offers a variety of health plan design options to fit individual needs.

**Dental insurance** – The City provides a comprehensive dental benefit program for regular full-time employees and their eligible dependents. The yearly maximum is \$2,000 per person, not including orthodontia. The orthodontic benefit is 50% of covered charges with a lifetime maximum of \$2,500 per child.

**Vision insurance** – The City provides a comprehensive dental benefit program for regular full-time employees and their eligible dependents.

**Life insurance** – The City provides a basic life insurance benefit of one time your annual salary to all eligible employees at no cost. Additional coverage may be purchased through payroll deduction.

**Retirement** – The City of Ridgecrest contracts with CalPERS. Classic members are covered at 3.0% @ 55, PEPRAs members coverage is 2.7% @ 57.

**Other benefits** – Social Security, Flexible Spending Account, Employee Assistance Programs, and Tuition Reimbursement.



## TO APPLY

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

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

**Filing Deadline:**

**February 16, 2024**

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 City of Ridgecrest. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

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

(916) 784-9080



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