



CHIEF OF POLICE





THE COMMUNITY

About 18 miles from the Pacific Ocean, nestled in a long valley in the coastal mountains of Southern California, the City of Escondido lies 30 miles northeast of San Diego and roughly 100 miles south of Los Angeles. Home to a population of 153,000, this vibrant community presents the perfect mix of small-town friendliness and big-city conveniences. Within the 37 square miles that comprise the City, there are many attractive residential communities; a regional mall and hospital; an auto center; world-renowned Stone Brewery; various office, industrial and commercial centers; a cultural center complex; a conference center, plus numerous parks and recreational facilities.

The heart of North County San Diego, Escondido is a welcoming community where people make their "City of Choice" and enjoy an outstanding quality of life. In addition to plentiful indoor amenities, the City has an abundance of outdoor attractions with fishing and boating at two lakes, camping at Dixon Lake, 11 parks, hiking at the Daley Ranch nature preserve, mountain biking, boating, fantastic golf courses, and the nearby San Diego Zoo Safari Park. It is a family-friendly community with a wide variety of youth programs, the San Diego Children's Discovery Museum, and the EcoVivarium Living Museum.

Escondido offers a wide variety of art galleries and museums with educational activities for all ages. The California Center for the Arts is one of Escondido's many performing arts, live theatre, and concert venues. Visual art attractions include Queen Califia's Magical Circle and sculpture garden in Kit Carson Park, donated by late internationally renowned artist Niki

de Saint Phalle. The City's downtown historic district showcases vintage buildings, eclectic shops and boutiques, iconic local eateries, innovative culinary destinations, and more. The Old Escondido Historic neighborhood features 900 historically designated homes with stately Victorians, Craftsman bungalows, and eclectic Art Deco and Post World War II residences.

The Escondido Union School District, the Escondido Union High School District, and the San Pasqual Union School District serve the City's school-aged youth with nineteen elementary, seven middle, and seven high schools. In addition to traditional public schools, Escondido is home to multiple charter, private, and higher education schools, including Palomar College and John Paul the Great Catholic University. California State University San Marcos is minutes away and seven other colleges and universities are in close proximity, including the University of San Diego, the University of California San Diego, and San Diego State University.

Two airports serve the region: Carlsbad Airport (12 miles west) and the San Diego International Airport (30 miles southwest). Escondido has a robust public transportation system and supports the Transit Center with the Sprinter Train, a European-style light rail system that connects the Coaster, Breeze Amtrak, Metrolink, and Greyhound Bus 235 Rapid Transit. Additionally, the City offers 511, a free phone and web service that consolidates the San Diego region's transportation information into a one stop resource in real-time.

To learn more, visit <https://www.escondido.gov>

City Mission Statement

We are committed to keeping the City of Escondido safe, maintaining our amenities, and ensuring that our programs run smoothly. Together, we are building a brighter future for our community.

CITY GOVERNMENT

Escondido is a full-service general law City providing a traditional range of municipal services under the Council-Manager form of government. The City is governed by a five-member City Council; Escondido is divided into four districts with each Council member being elected from within a district to serve staggered four-year terms. The Mayor and the City Treasurer are elected at-large with the Mayor serving as the presiding officer for the Council, as Successor Agency to the Community Development Commission, Mobile Home Rent Review Board, and Escondido Joint Powers Financing Authority. The City Council appoints the City Manager and City Attorney.

The FY 2024-25 General Fund budget totals \$132.9 million. Municipal services are administered and delivered with the support of 946.2 FTE. A citizen's initiative was approved on the November 2024 ballot to increase the City's sales tax rate. This one-cent sales tax increase measure is projected to generate approximately \$28 million annually and will be in place for 20 years. The funds will be used for providing public safety; addressing homelessness; improving streets, sidewalks, and infrastructure; increasing police, fire, and paramedic services; reducing traffic congestion; and maintaining parks, trails, and open space.

Several years ago, the City Council adopted four major priority areas: Economic Development, Fiscal Management, Neighborhood Improvement, and Public Safety. In response to the global pandemic, the emphasis of some of these major priorities has shifted. However, the budget incorporates current realities within these four broad priority areas, with the goal of achieving economic health, a safe community, high-performing local government, neighborhood livability, and effective transportation routes throughout Escondido.



POLICE DEPARTMENT

The Escondido Police Department (EPD) is supported by 164 sworn and 62 non-sworn staff and an annual operating budget of just under \$58.3 million. The Department is organized across four Bureaus: Investigations, Operations, Professional Standards, and Support Services. A Captain or Assistant Director heads each Bureau.

Committed to a community policing philosophy, EPD strives to provide quality services and foster partnerships in response to community needs. With a goal of improving the quality of life by addressing the underlying causes of crime and fear, the Department works cooperatively with stakeholders to build trust and address crime through community engagement initiatives, prevention activities, and problem-solving strategies. The agency's mission embodies a community-based philosophy that empowers all employees and community members to share ownership, commitment, and accountability to solving problems and keeping the public safe and secure.

To learn more about EPD, visit: <https://www.escondido.gov/172/Police>

EPD Core Values

Integrity
Professionalism
Service
Accountability

THE IDEAL CANDIDATE

The City is seeking a forward-looking contemporary law enforcement leader with a strong commitment to community policing principles and energized by the opportunity to help design the future of policing in Escondido. The ideal candidate will be a strategic, big-picture thinker, driven by a passion for continuous improvement and ensuring high-quality services to all community members. To that end, the future leader of EPD will have a distinguished career marked by significant community and organizational engagement, effective partnership building, and a proactive approach to problem-solving.

Escondido's Police Chief must be an inclusive, forward-thinking leader with a demonstrated ability to build and sustain the trust and confidence of the community as well as department employees. A skilled relationship builder, they will have a reputation for fostering partnerships that enable the community and police to work together as co-producers of public safety.

The selected individual will be recognized for their unwavering integrity and exceptional professionalism, serving as a role model within the industry. As a dedicated mentor, they will be committed to fostering the growth of future leaders and managers, prioritizing ongoing professional development and formalized succession planning as organizational priorities. The new Chief will have a proven track record of nurturing and maximizing departmental talent, demonstrating the ability to attract and retain a diverse workforce that reflects the community while possessing the skills to address community and data-driven priorities.

The ideal candidate will have a proven track record of being visible, accessible, and engaged within the department and the community. They will be an active listener with high emotional intelligence, fostering curiosity and valuing diverse perspectives. Additionally, a history of cultivating productive working relationships with labor groups, law enforcement agencies, and partners within the criminal justice system is essential for success in Escondido.

Recognizing that addressing quality of life and public safety issues requires a team approach, the selected individual will be known internally and externally as a valuable partner who focuses on desired results and outcomes. Therefore, a history of collaborating with colleagues across departments to achieve goals that extend beyond traditional public safety will be expected.

The new Chief will also need to be well-versed in industry best practices and technological advancements relevant to Escondido, particularly in the advanced use of data in modern policing. Committed to transparency, they will prioritize the importance of maintaining a strong and informative digital presence for EPD while actively implementing effective communications strategies.

As a member of the executive team, the Police Chief will be a hands-on department head, skilled at balancing the internal and external demands of their role. In addition to the qualities already described, the ideal candidate will demonstrate the following professional attributes:

- Clear and direct communicator
- Collaborator and open to new ideas
- Strong political acumen
- Effective and relatable communicator
- Unquestionable ability to engage with diverse perspectives
- Highly perceptive with a proactive approach

The City is desirous of attracting well-rounded law enforcement professionals who have diverse assignment and project experience and convey a sophisticated understanding of contemporary community-oriented policing. The position requires a Bachelor's degree in a relevant discipline from an accredited college or university, P.O.S.T. Management Certificate, and at least ten years (full-time equivalent) of increasingly responsible law enforcement experience, including three years of management and administrative responsibility. A Master's degree is highly desirable.



APPLICATION & SELECTION PROCESS

This recruitment will close at **midnight on Sunday, March 16, 2025**. To be considered for this opportunity, upload your cover letter, resume, and list of six professional references using the “Apply Now” feature at www.tbcrecruiting.com

COMPENSATION & BENEFITS

The salary range for this position is \$197,076 - \$293,309. Placement within the range will be DOQE. The Chief’s salary is supplemented by an attractive benefits package that includes, but is not limited to:

CalPERS Retirement:
Tier 1 Classic: 3% @ 50 (employee contribution rate = 9%); Single highest year

Tier 2 Classic: 2% @ 50 (employee contribution rate = 9%); 3-year average

Tier 3 PEPPRA: 2.7% @ 57 (employee contribution rate = 14.5%); 3-year average

Medical Insurance: Kaiser HMO and Kaiser High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)

Dental Insurance: Delta Dental PPO and DMO

Vision Insurance: Anthem BlueView Vision

Supplemental Plans: The Hartford Accident, Hospital, and Critical Illness

Cafeteria Plan: \$125 per month + 4% of monthly salary

Life Insurance: City paid Basic Life and AD&D, calculated at one-half of annual salary + \$25,000

Vacation: Accrual rate negotiable and dependent on years of service ranging from 96 to 216 hours per year. Additional 24 hours credited each July 1 and additional 4 hours credited each October. Prior years of service may be considered in determining accrual rate

Holidays: 10 holidays annually + one floating holiday

Management Leave: 72 hours per year

Sick Leave: 9 hours per month; no maximum accrual

Vehicle: Provided

Employee Discounts: Dell computers, Apple products, AT&T, and Verizon cell phones, gym memberships, plus education and entertainment discounts

TB & CO.

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This will be a confidential process. Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will be immediately granted preliminary interviews by the consultants in late March. Candidates deemed to be the best qualified will be invited to interview with the City in April. The City Manager anticipates making a selection in a timely manner following the process and completion of California P.O.S.T. 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 in close coordination with the candidate selected.

ESCONDIDO
City of Choice