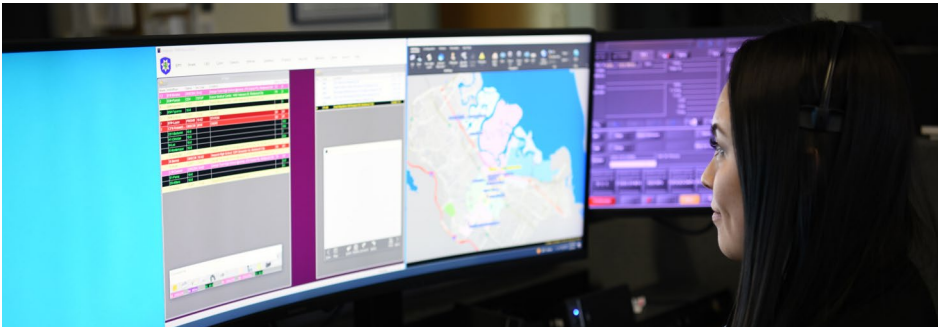


# POLICE CAPTAIN

CITY OF REDWOOD CITY, CALIFORNIA





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## THE COMMUNITY

Located in the heart of Silicon Valley, Redwood City (pop. 86,754) is the third largest City in San Mateo County. Incorporated in 1867, it serves as the county seat and home to the San Mateo County History Museum located in the County's old courthouse. With an average of 255 sunny days each year, Redwood City enjoys a mild Mediterranean climate (as the City slogan proclaims, "Climate Best by Government Test") and a one-of-a-kind waterfront that includes the Redwood Shores neighborhood, numerous bayfront residential options, ample recreation opportunities (including a yacht harbor), and the only deepwater port south of San Francisco.

Redwood City has a strong employment base with world-class firms and organizations such as Box, Electronic Arts, and Google. Genomic Health, Impossible Foods, Kaiser Permanente, Stanford Health, McKinsey and Company, the Chan Zuckerberg Initiative, and more than 500 various industry start-ups also have a strong presence in the City. World renowned Stanford University has located administrative functions to a new campus just 1.5 miles from downtown, marking the University's first significant expansion outside its main campus. Redwood City is a key station on the regional Caltrain system, and substantial service expansion in the next decade will enhance efficient rail travel from San Jose to San Francisco.

Redwood City's vibrant and pedestrian friendly downtown offers residents, visitors, and businesses a unique retail, entertainment, and restaurant experience. Beautiful Courthouse Square is the centerpiece of downtown and has become a gathering place for people throughout the community and the Peninsula. More than 30 unique parks, ten sports fields, a seasonal pool, a senior center, and five community centers are popular with the community, while the arts and culture scene feature a historic theater and live music venues.

Redwood City is a welcoming city, and the community has long been known for its diversity, strong neighborhoods, and community organizations, social involvement, and civic pride. Approximately 55% of the population identifies as Hispanic, Asian, of two or more races, or as Black, American Indian, Hawaiian, or Pacific Islander. The City works diligently to maintain positive and productive relationships with community partners, providing outstanding services, programs, and opportunities for residents. This mix of tradition, innovation, community, and diversity, makes Redwood City an extraordinary place to work and call home.

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## CITY GOVERNMENT

Redwood City is a Charter City with a council manager form of government. The seven-member City Council is elected to four-year staggered terms and the Mayor serves a two-year term based on a rotation policy. The City has district-based elections with seven City Council districts.

The City Council appoints the City Manager, who implements the strategic direction and manages the day-to-day operations of the city government, as well as the City Attorney, and the members of the City's boards, committees, and commissions. Redwood City is consistently recognized as being well managed and innovative, strategically driven, and strongly connected to the community it serves.

In addition to the offices of the City Manager, City Clerk and City Attorney, the City is organized across the departments of Community Development; Engineering and Transportation; Finance; Fire; Human Resources; Information Technology; Library; Parks, Recreation & Community Services; Police; and Public Works Services. Together, these departments are supported by 598.93 FTE. The City's Fiscal Year 2024-25 General Fund budget is \$184.6 million, and the CIP totals \$75.1 million.

Redwood City's Strategic Plan identifies three major priorities: Housing, Transportation, and Children and Youth. Redwood City was

the first city in San Mateo County to receive State approval for their Housing Element and is in the top 4% of California cities in being awarded a Prohousing Designation, qualifying for nearly \$1 million in additional funding. In 2023, the City was also recognized as a finalist for an All-America City Award as a result of numerous efforts to improve the health and wellbeing of young people in the City.

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## REDWOOD CITY POLICE DEPARTMENT

The Redwood City Police Department (RCPD) is a progressive policing agency that honors the importance of working with the community as the best strategy for meeting the Department's goals of protecting life and property, improving the quality of life, and reducing crime and the fear of crime. RCPD responds to nearly 80,000 calls for service annually. The Department is supported by 96 sworn officers, 38 professional staff, 2 reserve officers and 30 volunteers. The command staff consists of the Chief, two Captains, four Lieutenants and a Business Manager. The agency is largely organized across two divisions - Patrol and Support Services.

The **Patrol Division** is the Department's largest component and encompasses all uniformed officers and specialized functions, such as the Patrol Unit, Marine Unit, Canine Officers, Community Policing Activities Team, School Resource Officer program, Traffic Enforcement Unit, and Parking Enforcement Unit.

The **Support Services Division** houses Investigations, Professional Standards, Training, Communications, and Property & Evidence.

The **Business Manager**, reporting directly to the Police Chief, supervises the Records Unit and the professional support staff.





*Providing Excellent Service with Integrity and Respect.*

RCPD operates transparently and provides extensive public facing data via dashboards that offer easy access to information related to police activity, arrests, use of force, staffing, demographics and budget. The agency prides itself on its strong community partnerships and places a high priority on continuous inclusive community engagement and has received recognition for distinguished performance in many areas, including reducing the number of alcohol impaired drivers on roadways, enhancing traffic safety through effective traffic safety programs and providing alternative programs to at-risk and economically challenged youth through various alternatives.

The Department is overseen by Chief Kristina Bell who was appointed in 2023. Prior to joining RCPD, Chief Bell served as Chief of Police Services for the City of San Carlos as a Captain with the San Mateo County Sheriff's Office. She began her career in San Mateo County in 2006 and progressively rose through the ranks taking on a diverse array of assignments including professional standards, patrol, administration, corrections, facilities, and operations, among numerous others. Learn more about Chief Bell here: <https://bit.ly/chiefbell>



### THE IDEAL CANDIDATE

The ideal candidate will be a high performing and accountable professional who adheres to admirable standards and inspires those around them to do the same. With a reputation for building talent under their command, they will have a proven history of motivating others to continually grow and do great work while taking pride in contributing to the strength of their organization and community.

To align with the Chief's vision for the Department, the ideal candidate must support a culture that promotes continuous learning and strives to empower problem solving and decision making at the lowest rank possible. Acknowledged as a mentor who invests in people's potential, they will be a champion for professional development and lifelong learning. Known for being flexible and adaptable, members of the RCPD command staff must possess an impressive track record of effectively supervising and managing employees with varying levels of experience.

The candidate selected will be an outstanding verbal and written communicator who exhibits exceptional listening skills. They will understand the importance of stakeholders being heard and respect the diverse expertise and experiences of those they serve. Recognizing they are not the exclusive source for solutions, they will encourage ideas and suggestions from others and be willing to explore non-traditional approaches to issues of varying complexity.

Redwood City's Captains must exhibit superior interpersonal skills, high emotional intelligence and a genuine interest in engaging with their team members and the community. They will display a sincere interest in their staff, proactively staying apprised of what team members need to be successful. Further, they must operate in a collaborative manner with all internal and external partners.

Strong knowledge of applicable laws and detailed familiarity with interpreting labor agreements/Memorandums of Understanding is necessary to succeed in the role. Previous success in working effectively with labor groups will be carefully assessed. A sophisticated understanding of modern police practices, including the rapidly expanding use of data in policing, will also be expected.

Any combination of experience and training in sworn municipal police work that would likely provide the required knowledge and abilities will be considered as qualifying. Competitive candidates will possess at least five years of sworn police work experience in a California agency which includes three years of management experience and a Bachelor's degree. A Master's degree and/or advanced leadership training is preferred. Possession of a California POST intermediate or advanced certificate is required. This is an exempt at-will position that is classified as part of the City's Executive Management group.

For additional information on RCPD, visit: <https://bit.ly/rcpd25>



## Application & Selection Process

The closing date for this recruitment is midnight, **Sunday, March 23, 2025**. 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](http://www.tbcrecruiting.com)

## COMPENSATION & BENEFITS

The salary range for the Police Captain is \$236,298 - \$319,172. Placement within the range will be DOQE. Salary is supplemented by a competitive benefits package that includes, but is not limited to:

**Retirement:** CALPERS 3%@50 for First Level Classic PERS members, 3%@55 for Second Level Classic PERS members, 2.7%@57 for PEPRAs new members. Classic members pay 9% employee share plus a 9% City cost-share (18% total). PEPRAs new members pay 13.25% employee share plus a 2% City cost-share (15.25% total).

**Medical Insurance:** CALPERS choices of eight HMOs, three PPOs and one EPO (Zip code eligibility of health plan); The City pays 90% of the Kaiser Family Plan up to \$2,461.99 monthly for 2025.

**Dental/Vision Insurance:** City pays 90% of the monthly premiums for employees and their qualified dependents.

**Flexible Spending Account (FSA):** Allows employees to set aside pre-tax dollars to cover qualified expenses. The plan is comprised of health care spending and/or dependent care spending account.

**Auto Allowance:** City vehicle is provided.

**Professional Development Reimbursement:** Professional development reimbursement up to \$750 per year; education reimbursement up to \$1,500 per year.

**Vacation/Sick Leave:** Vacation accrual rate of 80 to 200 hours per year based on total public sector/industry experience; sick leave is accrued at a rate of 1 day for each full calendar month of service. New executive level hires are granted 40 hours of vacation upon hire date.

**In-Lieu Hours:** 160 hours per year, prorated at time of hire. Unused hours will be cashed out at the end of the year.

**Deferred Compensation:** Four plans available; voluntary contribution.

**401(a):** PARS Defined Contribution Retirement Enhancement Plan. City pays contribution of 2% of compensation.

**Retiree Health:** Generous city-paid health insurance offered to eligible retirees. Specifics of this benefit are determined based on tier / service requirement.

**Income Protection:** The City provides basic plan coverage for Life and Accidental Death and Dismemberment and Long Term Disability with additional coverage available for purchase by employee; additional coverage for severe medical issues and disability income is available.

For a complete description of benefits, visit: [Executive Summary of Benefits](#)

*Potential candidates outside the Bay Area are strongly encouraged to research the cost of housing and overall cost of living in the area before applying.*



**Suzanne Mason • 562.631.2500**

**Teri Black • 424.285.1548**

**TERI BLACK & COMPANY, LLC**

[www.tbcrecruiting.com](http://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 participate in additional interviews and selection activities in April. The Client anticipates making a selection shortly, thereafter, following the completion of 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(s) impacted.

