



**ASSISTANT  
CHIEF OF POLICE**  
City of **Elk Grove, California**

Recruitment Services Provided By





## The Opportunity

Progressive and innovative law enforcement leaders are invited to consider the City of Elk Grove, California as an exciting and rewarding career destination. The Elk Grove Police Department, formed in 2006, is highly capable, technologically advanced, and held in high regard by the community of Elk Grove and beyond. The next Assistant Chief of Police will have the opportunity to work closely with the Chief of Police and a talented staff to continuously improve an already great agency that takes tremendous pride in its service delivery and its healthy culture of caring for people inside and outside the organization.

# About Elk Grove

Elk Grove is a diverse, vibrant, and family-friendly community of approximately 178,000 people in the Sacramento, California region, located 14 miles south of the State Capitol and 60 miles east of the Bay Area. In addition, the beautiful Sierra Nevada mountains, several wine country regions, and countless other nearby amenities offer endless day-trip opportunities. Elk Grove is a young, ethnically diverse, modern city that was the first city in California to incorporate in the 21st Century (July 2000). The city is known for its low crime rate, excellent schools, over 100 community parks and 28 miles of trails, plentiful dining and shopping options, numerous annual events and festivals, and over 270 sunny days per year.

The city is home to an entrepreneurial spirit and a superior quality of life, offering everything from starter homes to ranch estates where families can put down roots. Opportunities to participate in youth sports and countless other outdoor activities abound in Elk Grove. The City is exceptionally proud of District56, a facility that encompasses an award-winning aquatic complex and many other community-centric amenities. Elk Grove is a city with small town roots that boasts a proud heritage and bright future.



## DEMOGRAPHIC INFORMATION

Age	Percentage of Pop.
<18 years	26.7%
18-64 years	60.8%
65+ years	12.5%
Education Level	Percentage of Pop.
High School Graduate or Higher	90.9%
Bachelor's Degree or Higher	7.1%

Race	Percentage of Pop.
White	33.1%
African American	11%
American Indian or Alaska Native	0.6%
Asian	29.5%
Hawaiian or Pacific Islander	1.7%
2 or More Races	11.4%
Hispanic or Latino	18.7%





# City Government

Elk Grove is a general law city under the laws of the State of California and operates under the Council-Manager form of governance. Elk Grove's Mayor is elected city-wide every two years, while its City Council members are elected by-district every four years. The City Council and City Manager are very supportive of public safety staff and initiatives geared toward keeping the community as safe as possible. The City Council and staff enjoy a strong partnership built on mutual trust and respect. This unique relationship provides the foundation for an exceptional City government. Elk Grove operates its own Community Development, Public Works, Human Resources, Information Technology, Finance, Economic Development, Animal Shelter, and Police Department, and is also served by the Elk Grove Unified School District, and the Cosumnes Community Services District which provides fire and emergency medical, along with parks and recreation services.

The City Manager leads an organization of 486 full-time equivalent staff (FTE) and a FY24-25 General Fund budget of \$120.7 million (including Measure E, the City's 1% sales tax). The total FY budget including Capital Improvement Projects (CIP) is \$374 million. The City is exceptionally strong financially, with robust and growing reserve funds, PERS pension funding in the top 10% among all local governments in the State and a new 1% sales tax approved by voters in 2022. This financial strength allows the City to pursue unique and transformational projects, support the career growth and development of staff, maintain a highly competitive compensation system that allows the City to recruit and retain a diverse and talented workforce and invest in programs, services and infrastructure that support a superior quality of life and thriving business environment.

The vision of the City is as follows

*Elk Grove prioritizes a superior quality of life for all, that builds upon the community's diversity and heritage through safe, welcoming, and connected neighborhoods, with a variety of residential, educational, and employment choices and amenities that create a sense of place.*

# The Elk Grove Police Department

Since its inception in 2006, the Elk Grove Police Department has blossomed into an innovative, full-service law enforcement organization. The current staff, supported by a FY 24-25 budget of \$73.6 million (with Measure E funds), includes 169 sworn officers and 132 professional staff. In 2024, there were 1,237 Priority 1 patrol calls, of which the average response time was 5.6 minutes. Total calls into the Communications Center for 2024 were 160,447, of which 54,272 were 9-1-1 calls. The Elk Grove Police Department is deeply committed to developing relationships with community members to strengthen police effectiveness and encourage cooperative efforts for a safer city. The Department utilizes Problem Oriented Policing and Crime Prevention Units to enhance community safety. The Elk Grove Police Department additionally operates community focused units such as the Homeless Outreach Team, Crisis Intervention Response Teams, and more that are committed to community safety, resilience, and wellness.

The Police Department prides itself on its culture of innovation which features a cutting-edge Real-Time Information Center (RTIC) and an integrated Drone as First Responder program which both seamlessly deliver real-time video intelligence to officers in the field on calls for service and investigative endeavors, enabling staff to locate, report, and track suspects and vehicles involved in ongoing crimes. All activities and programs at the Elk Grove Police Department are focused on creating a safe, connected community. In addition, in 2019, the City opened an \$18 million animal shelter that is operated by the Police Department's Animal Services Division, which has become yet another important service delivery asset to the community.

A copy of the most recent Police Department Annual Report can be found [here](#).

**\$ 73.6M**  
Operating Budget

**301FTE**  
Employees





## The Position

The Assistant Chief of Police reports to the Chief of Police and serves as the Department's second-in-command. Reporting to the Assistant Chief are three captains, the Budget Manager, the Professional Standards Bureau Commander, and the Real Time Information Center Manager. The next Assistant Chief of Police will assist in leading the Elk Grove Police Department in its mission to continually improve the quality of life in Elk Grove through strong community outreach and partnerships, fair and impartial interactions, promoting public safety through prevention, intervention, and enforcement, and developing and promoting a diverse professional workforce. Some of the key job functions associated with the Assistant Chief of Police role include:

- Assumes full management responsibility for all Police Department programs, services, and activities including implementation of operational planning, organization, and direction.
- Manages and participates in the development and administration of the department's budget; forecasts additional funds needed for staffing, equipment, and supplies; oversees the monitoring of and approval of expenditures; and directs and implements budgetary adjustments, as necessary.
- Relieves the Chief of Police in a supervisory role for day-to-day administrative work; oversees labor relations for two labor groups; and assumes the role of Acting Chief to command the Police Department in the absence of the Chief of Police.
- Participates in and makes presentations to the City Council and a wide variety of committees, boards and commissions; attends and participates in professional group meetings; attends community events and activities and models a strong commitment to community participation for command staff and others.

# Challenges & Opportunities

The next Assistant Chief of Police must be experienced with a demonstrated commitment to community policing, collaboration, effective communication, and customer service to successfully address various challenges and opportunities:

- While the Elk Grove Police Department enjoys a healthy relationship with its community members, an opportunity exists for the next Assistant Chief to bring ideas to the organization for additional community-centric programming and meeting opportunities.
- The City of Elk Grove has implemented a Real-Time Information Center, an Unmanned Aerial Systems (drone) program, and Intelligence-Led Policing over the past several years. The next Assistant Chief of Police will assist with integrating these and other key policing elements to impact the quality of life in Elk Grove and continue to enhance the agency's stellar reputation on a national level.
- Even though the Elk Grove Police Department currently maintains a 2%-4% vacancy rate, recruitment and retention of officers is a key priority for the Department. Given Elk Grove's highly diverse population, it is critical that recruitment and succession planning efforts strive to create a police department that is reflective of the community it serves. While the department is nearly fully staffed currently, this should remain an important area of focus for the leadership of the organization. The Police Department is known as a premier employer and the next Assistant Chief of Police will play a key role in continuing to build upon that stellar reputation.
- Continued growth presents many opportunities for the City but also presents the challenges of increased crime and traffic, and limits on the capacity of current facilities. The city's population and diversity reinforce the Department's need to reach all aspects of the community in its communication, outreach, and programs.
- An opportunity exists to creatively provide internal leadership opportunities and mentorship for sworn and professional staff to prepare people for larger roles and to deliver effective succession planning.





## Ideal Candidate

In addition to being a highly ethical and well qualified servant leader, certain traits will be essential for the success of the next Assistant Chief of Police in Elk Grove:

- Elk Grove desires an Assistant Chief of Police with a leadership style characterized by inclusion, approachability, empathy, humility, communication, collaboration, and respect for people in the broadest possible sense. The Assistant Chief of Police must be able to skillfully collaborate with all internal and external stakeholders.
- The City prefers an Assistant Chief of Police that can commit to serving in the organization for several years.
- A sincere valuing of people and diversity are important qualities in the next Assistant Chief of Police. A successful candidate will be culturally competent and able to connect with people of all backgrounds. The ideal candidate should possess an understanding of Elk Grove's dedication to diversity and inclusion, along with demonstrating a commitment to those ideals.
- The next Assistant Chief of Police will be a skilled communicator and relationship builder, able to assist the Chief of Police with creating meaningful relationships in the community and the city organization, along with regional partners and stakeholders.
- A leadership style that recognizes the value of people in the organization and empowers them to use their talents and creativity toward solving community problems and advancing the capabilities of the department will be essential. Demonstrated ability to effectively lead both sworn and professional staff is highly valued by the Elk Grove Police Department.
- A strong commitment and demonstrated work history of supporting staff wellness efforts will be essential for success in this role.
- The ideal candidate must bring familiarity and experience with the important administrative functions of leading an agency, such as budget, information technology, collective bargaining, and human resources.



# Qualifications

**Education:** Bachelor's degree from an accredited college or university with major coursework in political science, public or business administration or a directly related field. A Master's degree and completion of executive-level leadership programs, such as the California P.O.S.T. Command College or the FBI National Academy, are not required, but are highly desirable.

**Experience:** At least six (6) years of increasingly responsible experience in law enforcement, with at least three (3) years of experience in an executive or command-level management or division-level management capacity

**Certification:** Possession of a Management Certificate issued by the California Commission on Peace Officer Standards and Training.

**Out of State Applicants:** Must possess a California P.O.S.T. Certificate within 6 months of appointment and must possess a California P.O.S.T. Management Certificate within one year of appointment.





## Salary & Benefits

The City of Elk Grove offers an excellent and competitive salary and benefit package. The Assistant Chief of Police is a non-represented, FLSA-exempt position. The salary range for the Assistant Chief of Police is between **\$202,661 – \$271,600**, depending on the applicant's qualifications. The City of Elk Grove provides an extensive suite of benefits, which include:

- **CalPERS Retirement System:** Classic members receive 3% @ 50 or 3% @ 55 (depending on prior job history with a Public Retirement Agency) and make a 12% employee contribution. PEPRAs members receive 2.7% @ 57, with a current employee contribution of 16.75%. The City of Elk Grove does not participate in Social Security.
- **Deferred Compensation:** Optional participation in a 457(b) plan, with a 401(a) employer match up to 4% with a 1-year vesting period.
- **Medical Insurance:** City contribution of up to \$2,604.19 per month (for family) for CalPERS Health Plan (PEMHCA) that an employee may apply towards premiums for medical insurance.
- **Dental and Vision Insurance:** Premiums are paid 100% by the City.
- **Cash In-Lieu of Medical:** Taxable in lieu cash fringe allowance of \$300 per month.
- **Health Retirement Account:** City provided defined contribution program of \$100 per pay period, for IRS-eligible medical expenses upon retirement.
- **Annual Leave:** Upon hire, 176 hours annually, which equates

to 6.77 hours per pay period. Accrual increases with each 5-year service increment, with cash out options.

- **Administrative Leave:** 80 hours of Administrative Leave annually, with cash out options.
- **Holidays:** Twelve (12) paid holidays per year and sixteen (16) paid floater hours per year.
- **Auto Allowance:** \$400 per month or a take-home vehicle.
- **Cell Phone Allowance:** \$100 per month.
- **Short-Term/Long-Term Disability Insurance:** Short-Term disability insurance and paid family leave benefits provided with 10% of the cost paid by the City. Long-Term disability premiums are fully paid by the City.
- **Life Insurance & AD&D:** City provided life insurance coverage at 1x base salary with a minimum of \$50,000 and maximum of \$300,000; supplemental life insurance is also available for purchase.
- **Tuition Reimbursement:** 80% of tuition up to \$2,000 per year for City-related certification programs and 80% of tuition up to \$3,500 per year for pursuance of a master's degree.
- **Employee Assistance Program:** City offered to employee and immediate family.
- **Flexible Scheduling:** City offers 9/80 and 4/10 schedules and teleworking options, at the discretion of the Chief.
- **Wellness Program:** On-site wellness coordinator and multiple available fitness and wellness classes are provided by the City.
- **Relocation Assistance:** Up to \$5,000 reimbursed for eligible expenses.

# Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, April 7, 2025**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

This recruitment will be handled with strict confidentiality until finalists have been identified. References will not be contacted until mutual interest has been established.

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Bryan Noblett (ret.) | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 550-4100.

## IMPORTANT DATES:

Deadline to apply and be considered:	Monday, April 7, 2025
Candidates selected for interviews:	Week of April 14, 2025
In-person interviews for selected candidate:	Week of May 5, 2025
Finalist interviews:	Week of May 5, 2025
Estimated start date for new Assistant Chief:	Mid June 2025

*The City of Elk Grove is an Equal Opportunity Employer.*

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

