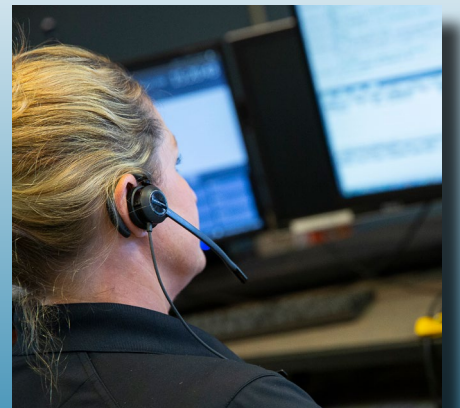


DIRECTOR OF PUBLIC SAFETY

THE CITY OF SUNNYVALE

THE HEART OF THE SILICON VALLEY





THE COMMUNITY

With a population of over 157,000, Sunnyvale is the seventh-largest city in the San Francisco Bay Area and the second largest in Santa Clara County. Incorporated in 1912, the city has transformed from an agricultural community to the nexus of research, development, and manufacturing that created Silicon Valley. Approximately 7,000 local businesses provide a rich mixture of goods and services, including many icons in tech, manufacturing, retail, and research and development. Sunnyvale's ten largest employers are Google, Apple, Facebook, LinkedIn, Intuitive Surgical, Amazon, Lockheed Martin Space Systems, Applied Materials, Cepheid, and iHealth.

In addition to being a center of technology and innovation, Sunnyvale is a city of quiet family neighborhoods, a vibrant and thriving downtown, strong schools, and a diverse community. Boasting a mild and sunny climate with easy access to metropolitan amenities and abundant natural beauty, Sunnyvale is an ideal location to live, work, and play. The Caltrain station, located downtown, is only a few blocks from City Hall. The San Jose, San Francisco, and Oakland International Airports are easily accessible, and the area is home to many museums, theaters, concert halls, art galleries, and professional sports teams.

The City's parks and recreation system boasts 23 parks, facilities for golf, tennis, and swimming, a library, and a community / senior center. Sunnyvale's

historic downtown is home to a variety of local eateries and merchants and hosts frequent art festivals, concerts, and a year-round farmers' market. Residents and visitors enjoy the Summer Music Series, the Hands on the Arts Festival, and many seasonal events throughout the year.

The City's Department of Public Safety has kept Sunnyvale ranked at the top of the nation's safest cities. Its pioneering model integrates police, fire, and emergency medical response, with every officer fully trained as a police officer, firefighter, and emergency medical technician.

For more information about the City of Sunnyvale, please visit: <https://www.sunnyvale.ca.gov>

THE CITY ORGANIZATION

The City of Sunnyvale is a Charter City with a seven-member City Council and a council-manager form of government. The Mayor is elected at large, while the six council members are elected by district. The City Council meets at least two Tuesday nights per month. The Council and City staff enjoy a collaborative, supportive, and respectful relationship with a high level of trust.

The City's FY2024/25 budget totals \$671 million with a \$362 million operating budget, \$298 million for project and equipment expenditures, and \$70 million in other expenditures. Sound fiscal policies are embedded into the City's culture, with a 10-year balanced budget required by Charter and 20-year projections as a matter of long-standing City policy. The City's budget supports its mission to "Build Community Trust by Providing Exceptional Services."

The city is a full-service agency with 957 FTE employees serving in all municipal functions, including the departments of City Manager, City Attorney, Public Safety, Community Development, Library & Recreation Services, Environmental Services, Public Works, NOVA Workforce Services, Finance, Human Resources, and Information Technology. The City Manager and City Attorney are appointed by and serve at the pleasure of the City Council.

THE PUBLIC SAFETY DEPARTMENT

The Sunnyvale Department of Public Safety (DPS) is one of the largest fully integrated police and fire departments in the United States. Public Safety Officers are fully trained as police officers, firefighters, and emergency medical technicians (EMT). This model allows the department to seamlessly provide 24-hour police, fire, and emergency medical services to the community. The approach is also cost-effective as officers can move between disciplines to respond to police, fire, and EMS calls as needed under one administrative organization.

Sunnyvale is recognized as being one of the safest cities in America and consistently has one of the lowest crime rates of any city in the region and state. Much of this success can be attributed to the department's commitment to community policing and the problem-solving approach employed by the department's staff.

The City's relentless dedication to safe neighborhoods and community well-being ensures DPS is well-equipped and supported to explore new tools, advanced technology, and best practices, keeping Sunnyvale at the forefront of the public safety profession. To that end, the City Council recently approved a new Memorandum of Understanding with the Sunnyvale Public Safety Officers Association effective through December 31, 2027. This MOU updates and modernizes the compensation structure to reflect the diverse skill set required of the City's Public Safety Officers.

Under the Director's command are three Deputy Chiefs who oversee one of three areas, Fire Services, Police Services, or Special Operations. The command staff also consists of seven Public Safety Captains. DPS is budgeted for 204 sworn staff, 89 professional staff, and a FY2024-25 budget of \$103.8 million.

The Department of Public Safety is organized into nine program areas: Police Services, Fire Services, Community Safety Services, Personnel & Training Services, Investigation Services, Communication Services, Public Safety Administration Services, Records Management and Property Services, and Fire Prevention and Hazardous Materials Services.

City of Sunnyvale Mission

We build community trust by delivering exceptional services.

Sunnyvale DPS Mission Statement

Save lives, protect property and the environment through fully integrated public safety services.



THE IDEAL CANDIDATE

The ideal candidate will be a progressive public safety leader who values close working relationships with the community, city leadership, department staff, and union representatives. They will be an adaptive, data-driven professional who views public safety holistically, are open-minded about service delivery models, and offer proven success in leading change. As an inspiring leader, they will be capable of leading a department that prides itself on innovation, professional excellence, and being extremely involved in and engaged with Sunnyvale's diverse community. This authentic and approachable leader will have outstanding communication and interpersonal skills, welcome input from a variety of stakeholders, work collaboratively as a member of the City's Executive Leadership Team, and understand the importance of incorporating diverse perspectives in planning and problem-solving. As a contemporary public safety professional, they will be familiar with the latest relevant technology, tools, and practices used to deliver and enhance emergency response and understand the value of data in allocating and maximizing resources as well as managing performance.

Key Qualities and Characteristics:

- **Respected professional** recognized for addressing challenges with

confidence, curiosity, and professionalism.

- **Outstanding communicator** committed to meaningful engagement with the community and their team, ensuring everyone feels heard and valued.
- **Compassionate mentor** who supports and empowers team members, encourages input, and values diverse perspectives in planning and problem-solving.
- **Innovative problem solver** with a passion for rethinking processes and improving service delivery.
- **Flexible and adaptive leader** who maintains high standards while fostering a positive, supportive team culture.
- **Integrity-driven professional** who leads by example with unquestionable integrity, a strong work ethic, and a focus on accountability at every level.
- **Forward-thinking innovator** embracing modern tools, technology, and engagement strategies to enhance community trust, safety, and resilience.
- **Data-informed strategist** who values data and analytics in strategic planning and decision-making.

- **Champion of equity and inclusion**, actively promoting diversity and inclusion in department policies, programs, and culture.
- **Knowledgeable and credible leader** with a reputation for being fair, transparent, and open-minded, able to engage their team at all levels.
- **Collaborative team player** who builds and maintains strong, productive relationships and serves as a valuable member of the city leadership team acting in the best interest of the entire organization and community.
- **Trusted advisor** who serves as a thoughtful partner to the City Manager, balancing department needs with broader city priorities that align with the City Council's vision.

Minimum requirements include seven years of increasingly responsible experience in public safety, including at least two years in a management capacity and a Bachelor's degree in police science, fire science, public administration, or a closely related field. Possession and continued maintenance of a valid class C California driver's license is also required, as well as possession of a Management Certificate issued by the California Commission on Peace Officer Standards and Training (POST) within one year of appointment.



APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **11:59 pm, Sunday, April 27, 2025.**

To be considered for this opportunity, upload a compelling cover letter, resume, and list of six professional references using the “Apply Now” feature at www.tbcrecruiting.com

COMPENSATION & BENEFITS

The annual salary range for this Director’s position is \$337,052 - \$404,463; placement within the range will be DOQE. The city offers the following excellent benefits:

Relocation Assistance: May be offered up to the full cost of relocation.

Mortgage Assistance: The City’s program provides a low-interest rate loan, requires a 5% down payment, and a loan amount up to 10 times annual salary.

CalPERS Defined Benefit Pension:

Classic Tier 1 members 3% @ 50 – Employees pay 3% of the employee contribution and the city pays 6%.

Classic Tier 2 members 3% @ 55 – Employees pay 3% of the employee contribution and the city pays 6%.

PEPRA members 2.7% @ 57 – Employees pay 50% of the normal cost; the 2024/25 employee contribution is 12.75%. The City does not participate in Social Security; however, it does participate in Medicare and the employee portion is 1.45%.

Deferred Compensation: The City contributes 2% of base salary to either a 457 or a 401(a) plan, subject to plan contribution limits.

Health Insurance:

Medical Benefits – CalPERS Health Plans with 100% of the premium for employees and eligible dependents paid by the City.

Retiree Medical Insurance – Vesting schedule that increases after 5 years of service with the City.

Dental & Vision – PPO or DMO with 100% of the premium for the employee and eligible dependents paid by the City.

Life Insurance / AD&D: Basic life/AD&D insurance equal to annual base salary up to \$175,000. Employees have the option to purchase supplemental life/AD&D insurance up to \$250,000.

LTD: Long-term disability coverage of 67% of monthly salary to a cap of \$11,000.

Annual Leave: Starts at 21 days (accrual tier negotiable).

Management Leave: 70 hours of Management Leave is granted each payroll calendar year to be used for any leave purpose (pro-rated for new hires).

Holidays: 11 paid holidays per calendar year + 30 hours of floating holiday leave (pro-rated for new hires).

Vehicle Allowance: Public safety vehicle provided.



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TERI BLACK & COMPANY, LLC
www.tbcrecruiting.com

Following the closing date, applicants with the most relevant qualifications will be granted preliminary interviews by the consultants. Candidates deemed to be the best qualified will be expected to participate in selection activities scheduled for late spring. The City anticipates making an appointment shortly thereafter, following the completion of negotiations and California POST compliant background and reference checks. Please note that references will not be contacted until mutual interest has been established.



Sunnyvale