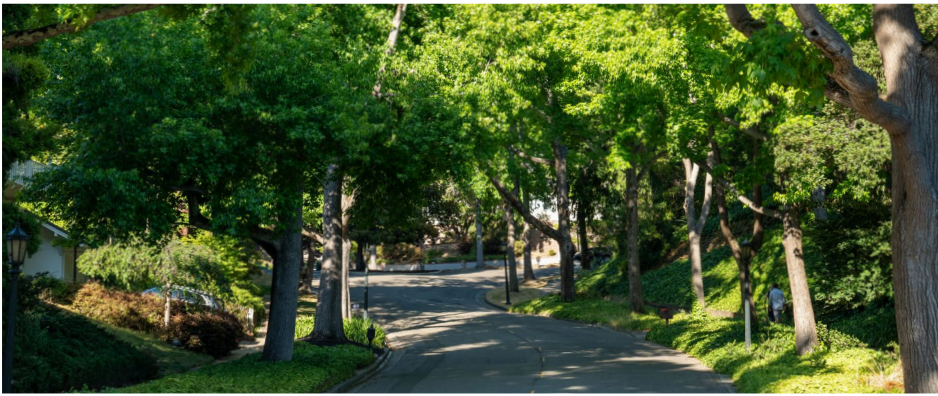


CHIEF OF POLICE





THE COMMUNITY

The City of Piedmont is a primarily residential 1.7-square-mile charter city. Residents are civic-minded and embrace traditions while also looking for opportunities to innovate and grow together as a community. With approximately 11,000 residents, the City is located in the beautiful Oakland hills, overlooking the San Francisco Bay. Aptly named “Piedmont,” or “foot of the mountain,” its most distinct features are gardens, bridges, parks, and schools that create a special sense of place. In 1907, residents voted to incorporate as the City of Piedmont, and in 1923 Piedmont became a Charter City.

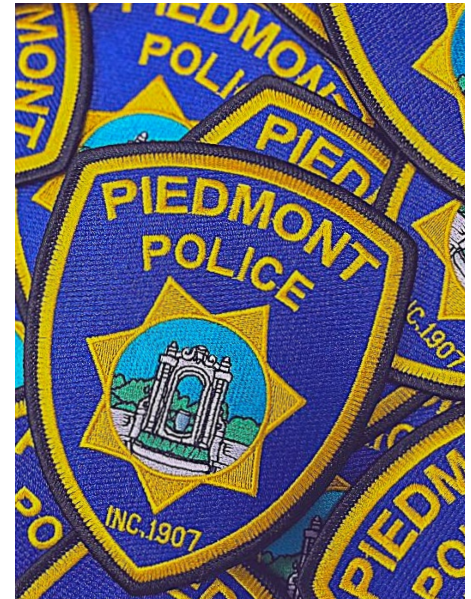
Today, ambitious efforts are underway to usher in Piedmont’s vision for the future. Accessible and participatory government are centerpieces of the City’s approach. Initiatives are in progress to plan for future housing, enhance infrastructure, and improve community facilities. Practicing good governance, advancing quality of life, and becoming a more diverse, inclusive, and welcoming community are priorities.

Extraordinary and generous residents are the heart of Piedmont. Residents partner with the City to deliver community events throughout the year. The 4th of July Parade and Harvest Festival are cherished long-standing traditions, alongside new celebrations that look to expand the City’s reach in different ways. In recent years, 50 volunteers came together to envision and plan the City’s newest cultural celebration, Piedmont FoodFest, which attracts more than 3,000 attendees and generates interest from all over the East Bay. This community spirit infuses enthusiasm for all aspects of civic life in Piedmont. To learn more about this dynamic city, visit the City of Piedmont website at piedmont.ca.gov

THE ORGANIZATION

Piedmont is a full-service Charter City operating under a City Council/ Administrator form of government. Five Council members are elected at-large on a nonpartisan basis to staggered, four-year terms. Elections are held concurrent with the stateside general election in November of even-numbered years. Following each election, the City Council elects a mayor and vice mayor from among its members. Under the City Charter, a Council Member may be elected for no more than two consecutive four-year terms. The City of Piedmont is served by a variety of skilled volunteer commissions and committees appointed by the City Council. These include the Civil Service, Park, Planning, and Recreation Commissions; the Police and Fire Pension Board, and the Budget Advisory and Financial Planning, City-School Liaison, and Public Safety Committees.

All department heads are appointed by the City Council upon recommendation of the City Administrator. Department heads are directed by and serve at the pleasure of the City Administrator. The City employs 99 full-time employees and has a total General Fund operating budget of \$39.4 million, in addition to an estimated \$30 million in capital fund projects in FY 24/25. Piedmont relies primarily on property tax revenue and is fiscally sound. The City values fiscal responsibility, budgets conservatively, and staffs accordingly. The City targets a General Fund Reserve of 18% of operating expenditures. Piedmont has an outstanding team of public servants who pride themselves on delivering quality and customer-focused services to the community. The City’s skilled and professional leadership team enjoys a collegial and supportive culture.



PIEDMONT POLICE DEPARTMENT

The Piedmont Police Department (PPD) is a full-service law enforcement agency comprising 21 sworn officers, 13 professional civilian staff, and 3 reserve officers. The Police Chief is supported by a Police Captain overseeing Operations, including patrol, investigations, and recruitment, and a Support Services Commander responsible for dispatch, records, property & evidence, technology, and administrative functions. For FY 24/25, the Department has an approximately \$9 million operating budget.

The Department enjoys exceptional support from the Piedmont community and embraces a collaborative, community-oriented approach to address safety, crime prevention, and quality of life issues. Popular programs such as Cop on the Block, which brings officer meet-and-greets to a different neighborhood each week, and the annual Coffee, Cops, and Cars event foster strong community partnerships. PPD officers maintain the highest professional standards and participate in collaborative regional partnerships and interagency task forces.

Piedmont has made substantial investments in the use of technology as a force multiplier, with 48 license plate readers located throughout the City and public safety cameras at five high-priority locations. A \$3.5 million renovation of the Department’s 9-1-1 dispatch center is expected to be completed this summer.



THE IDEAL CANDIDATE

The ideal candidate will be a hands-on contemporary policing professional with exceptional interpersonal skills. This accessible and collaborative leader will enjoy working in a small, close-knit community, partnering with engaged residents to ensure public safety. As a working Chief in a lean organization, they will bring diverse experience, be able to contribute wherever needed and be energized by regular interaction with staff, colleagues, City leaders, and community stakeholders. Focused on continuous improvement and staff development, they will foster a learning environment that conveys high standards and enjoy mentoring officers and staff. As a valuable member of a high-performing, collaborative executive team, the individual selected will be a true team player, thinking and contributing beyond their areas of expertise and acting in the best interest of the entire organization and community.

Key Qualities and Characteristics:

- Visionary and strategic leader, able to unite a small team around a shared vision, balancing long-term goals with day-to-day operational needs.
- Proactive and credible communicator with impeccable integrity, sophisticated political

acumen, and high emotional intelligence.

- Approachable and engaged professional who brings outstanding interpersonal skills, cultural competence, and the ability to build authentic relationships with staff, colleagues, community stakeholders, and regional partners.
- Forward-thinking leader familiar with current trends, technology, and best practices who understands the importance of data to enhance service delivery and strategically deploy resources.
- Compassionate and visible leader with an impressive reputation as a strong mentor and coach capable of influencing and developing both sworn and non-sworn employees with varying degrees of experience.
- Creative policing professional able to leverage outside resources and offer fresh and innovative approaches to ensure community safety in a lean budgetary environment.
- Passionate about recruiting and promoting a strong brand that attracts and retains superior talent.
- Well-rounded background and diverse experience in operations, administration, and specialized assignments, and the proven ability to get things done.
- Accessible and collaborative team

player who works effectively with the City Administrator, executive team, regional partners, and elected and appointed officials to produce results for the community.

Competitive candidates will offer four years of command experience in policing plus education equivalent to graduation from a four-year college or university with major course work in criminology, law enforcement, social or police science, public administration, or a field related to the job.



COMPENSATION & BENEFITS

The Council is committed to offering competitive yet fiscally responsible compensation. The salary is currently under review, and the incumbent's annual salary is \$261,192. In addition, the City offers an attractive benefits package, including:

Retirement: The City participates in the California Public Employees' Retirement System (CalPERS) with a 2% at 50 formula for Classic members with 11.0511% employee contribution and 2.7% at 57 for new PEPRAs members with 14.50% employee contribution.

Deferred Compensation: Voluntary 457 Pre-Tax & After-Tax plans available for employees.

Medical Plan: The City offers health insurance through CalPERS and contributes a generous amount towards the premium, up to the family rate.

Dental: Delta Dental Premier, which includes a \$2,000 annual maximum and orthodontia @ \$5,000 lifetime maximum. Family premium paid in full by the City.

Vision Plans: VSP, with the ability for an annual exam and glasses. Family premium fully paid by the City.

In-Lieu Medical: Employees may elect to receive \$500 cash per month.

Medicare: Employee contributes 1.45% with employer match.

Holidays: 12 paid holidays plus 1 floating holiday per calendar year.

Sick Leave: 15 days per year, accrued at the rate of 9.38 hours per month.

Vacation: From 15-25 days per year based on years of professional service. Personal Leave: 8 days per year.

Bereavement Leave: Up to 3 days with pay.

Life Insurance: Provided coverage up to 2x annual salary.

Accidental Death & Dismemberment Insurance: City paid.

Flexible Spending Plan: Set aside pre-tax funds for dependent care & out-of-pocket health care expenses.

Professional Development Reimbursement: Up to \$2,000 per fiscal year.

Auto: A City vehicle is provided.

Uniform Allowance: \$125 per month.

Employee Assistance Program: Up to 10 counseling sessions per issue each year, plus specialty services just for First Responders and their dependents.

Additional Benefits: Children of full-time City employees are eligible to attend schools in the Piedmont Unified School District, Piedmont Recreation Department (PRD) Preschool Program, Schoolmates Programs, and PRD Summer Camps at no charge.

Application & Selection Process

The closing date for this recruitment is **11:59 pm, Sunday, May 4, 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.

This is a confidential process and will be handled accordingly throughout the various stages.

TB&CO.

Suzanne Mason • 562.631.2500

Teri Black • 424.285.1548

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 in April. 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.

