

CSUSB



**POLICE
CAPTAIN**

UNIVERSITY POLICE

NIGHT PHONE
PICK UP PHONE
FOR AFTER HOURS
ASSISTANCE



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The California State University, San Bernardino (CSUSB) is located in an area that offers a unique blend of urban convenience as well as natural beauty. Surrounded by mountains, San Bernardino boasts scenic views and nearby lakes, with many recreational opportunities. The City has a rich history and diverse culture. Residents appreciate the central location and easy access to other major destinations in California like Los Angeles, Palm Springs, and the Big Bear mountains.

THE UNIVERSITY

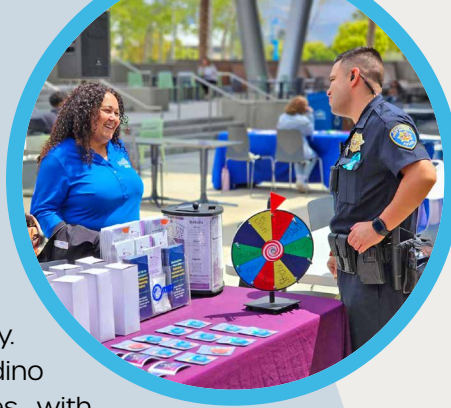
The California State University, San Bernardino was born on April 29, 1960, when legislation was enacted to found San Bernardino-Riverside State College. The California State College system's board of trustees selected a 430-acre site in north San Bernardino in 1963 to build the campus and the college's official name was changed to California State College at San Bernardino.

The original three-building campus welcomed its first 293 students in 1965 under the leadership of founding President John M. Pfau, who was appointed to the position in 1962 and set the stage for the opening of the college. In 1984, the San Bernardino campus earned university status officially becoming California State University, San Bernardino.

In 2012, CSUSB was one of only four U.S. institutions and 18 in the world designated as Most Innovative Business Colleges by European CEO Magazine. Additionally, The Chronicle of Higher Education named CSUSB as one of the nation's "Best Colleges to Work For." The university was also one of just five recipients of The Washington Center's prestigious 2012 Higher Education Civic Engagement Award.

The same year, Sierra magazine named CSUSB as one of "America's Coolest Schools" as a reflection of leadership in the area of sustainability, and StateUniversity.com ranked CSUSB as the second safest among 33 public college and universities.

The University is part of twenty-three CSU campuses spanning California and collectively enrolls approximately 486,000 making it the largest four-year comprehensive public higher education system.



THE DEPARTMENT

The California State University, San Bernardino Police Department was established on January 23, 1974, and is a full-service police department, commissioned by the California Commission on Peace Officer Standards and Training (POST), and Accredited through the International Association of Campus Law Enforcement Administrators (IACLEA). The department, which celebrated 50 years of service to the community, employs 17 sworn police officers and professional staff personnel.

The department is responsible for the 471-acre campus community, as well as the surrounding area, including the campus infrastructure and outlying residential, canyon, and foothills. The sworn staff personnel are peace officers with statewide police authority and are vested with law enforcement powers and responsibilities, identical to their municipal police partners. The department is also responsible for the Palm Desert campus, 71 miles east of San Bernardino, in Riverside County.

The University Police Department (UPD) strives to provide "Quality Service" by providing professional service with pride, honor, integrity, and a commitment to excellence to the community. They perform their mission through diligent crime prevention, victim assistance, community engagement, and emergency response preparedness. The department strives to embrace the campus community to form partnerships and address public safety challenges that arise. UPD lives by the department motto "Campus Safety Through Service."

The University Police Department maintains a "State Certified" 9-1-1



Regional Communication Dispatch Center that serves as the campuses' Public Safety Answering Point (PSAP) 24/7 and 365 days a year. The Communication Center serves other area colleges and law enforcement agencies (San Bernardino Community College District Police Department (SBCCDPD), and Chaffey Community College District (CCCDPD) Police Department).



In addition to this, the UPD deploys Community Service Officers (CSOs) who provide Campus Safety Escorts, Parking and Transportation Services, and Office of Emergency Management and Business Continuity (EMBC).

THE POSITION & IDEAL CANDIDATE

Under the general supervision of the Chief of Police, the Police Captain is responsible for the direct and indirect supervision of all personnel assigned to the Operations Division to include policy formation and execution. The incumbent is responsible for the protection of life and property and the enforcement of all pertinent laws within the jurisdiction of the California State University San Bernardino Police Department. The incumbent acts as an assistant to the Chief of Police and may act as the temporary head of the Department in the absence of the Chief.

The Police Captain is a newly created role within the UPD. Candidates should have comprehensive knowledge of all areas of police operations, including patrol, investigations, traffic, crime prevention, community-oriented policing, crowd control, and event management. This position will prepare or assist with reports related to compliance regulations including, without limitation, the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act (Clery Act), California Education Code section 67380, the Higher Education Opportunity Act (HEOA) including the Campus Fire Safety Right-to-Know Act, the Violence Against Women Reauthorization Act of 2013, including the Campus Sexual Violence Elimination Act (Campus SaVE), the Kristin Smart Campus Safety Act of 1998, and Sexual Offender Registration including Megan's Law. The new Captain must also possess:



- Thorough knowledge of public safety, law enforcement, and security methods, and an in-depth understanding of California law and the regulations pertaining to the activities on campus.
- Policing experience in a university, college, or K-12 environment, especially in a leadership role, familiarity and/or experience with IACLEA or CALEA accreditation process.
- Sensitivity to, and understanding of, the diverse academic, socio-economic, cultural, disability, and ethnic backgrounds in a university community.
- Satisfaction of California POST minimum employment standards for a sworn police officer.
- Meets all other requirements for peace officers and the rank of Captain as established by law and the California POST at the time of appointment.
- Knowledge of accreditation and the critical importance accreditation has to the department and campus law enforcement.
- Knowledge of federal, state, and local laws, rules, and regulations; Peace Officer Bill of Rights and police labor law; principles and procedures of supervision, management, POST-mandated police training; and internal affairs investigations.
- Experience with budget planning and development.
- Experience with applying, or demonstrated ability to apply, knowledge of shared governance, committee leadership, and CSU managerial and governance processes.

The ideal candidate will be an engaged mentor who will lead by example. A collaborative, seasoned, and dedicated candidate will do well in this role. Qualified candidates typically possess a minimum of six (6) years of law enforcement experience with at least three (3) years' experience as a police supervisor and two (2) years' experience as a manager, as well as a Bachelor's degree in Police Science, Criminal Justice, Public or Business Management, Social Science or related field, or equivalent combination of education and experience to provide the required knowledge, skills, and abilities to perform the duties of the position. Possession of a POST Management Certificate and Master's degree in Criminal Justice, Social Sciences, Leadership, Public Administration, Business Administration, or a related field is desirable. Completion of an advanced law enforcement leadership program such as California Law Enforcement Command College, FBI National Academy, Naval Post-Graduate School, or similar recognized program is also desirable.

THE COMPENSATION

Compensation will be competitive and commensurate with the selected candidate's experience and credentials. The annual salary range is \$138,000 to \$153,000 per year and is augmented by an outstanding benefits package that includes medical, dental, vision, life and disability insurances, CalPERS retirement, tuition waiver, vacation, 14 paid holidays, and sick leave. The Captain may be eligible for additional benefits, including a take-home emergency vehicle.

Additional details are available in the CSU Benefits Summary for management personnel: [Employee Benefits Summary](#).

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
June 15, 2025**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with CSU San Bernardino. Candidates will be advised of the status of the recruitment following the selection of the Police Captain.

If you have any questions, please do not hesitate to call Mr. Mike Ishii at:

(916) 784-9080

