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**PECKHAM
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EXECUTIVE SEARCH

Police Chief
CITY OF EUREKA, CALIFORNIA

THE COMMUNITY

Situated in Humboldt County along the spectacular Northern California coast, the historic seaside community of Eureka is one of California's best-kept secrets. Founded during the California Gold Rush, the city is bordered on the west by beautiful Humboldt Bay, and on the north, east and south by rugged mountains lush with giant redwoods. Eureka thrived for many years on the area's rich abundance of redwood timber and fishing and quickly established itself as the commercial hub of the North Coast. Today, with a population of 26,925 and encompassing 14.5 square miles, Eureka is the largest coastal community between San Francisco, 280 miles to the south, and Portland, Oregon, 400 miles to the north. It remains as the cultural, political and economic center of Humboldt County, offering all of the amenities of a larger town while retaining its appealing small town atmosphere.

The unique character of Eureka was forged long ago by the fusion of the rugged natural beauty of the Northwest

with a stunning array of Victorian architecture. Eureka is home to hundreds of historic Victorian homes and buildings and boasts the highest level of Victorian homes per capita in California. In fact, the entire city is a state historic landmark. It is filled with Victorian, Colonial Revival and Greek Revival neighborhoods, along with 13 distinct districts that meet the criteria for the National Register of Historic Places. Its original 19th century commercial core, the Old Town Historic District, has been meticulously preserved and restored and features shops, galleries, theaters, pubs, antique stores and local coffee houses. Running along Old Town, Eureka's waterfront is still a vibrant, working wharf, where fishermen still sail out to haul in the local catch.

The quality of life in Eureka is unmatched for recreational opportunities, from kayaking on Humboldt Bay, to hiking in the redwoods, sport fishing, birding and biking. Nearby state and national parks and forests, along with proximity to rivers and wilderness areas also provide incredible hiking, hunting,

fishing, sailing, rafting, and camping opportunities. Arts and cultural activities are prevalent throughout the year, highlighted by Arts Alive! on the first Saturday of the month in Old Town. Major attractions include Fort Humboldt State Historic Park, Morris Graves Museum of Art, Carson Mansion, Sequoia Park & Zoo, Blue Ox Millworks and Samoa Cookhouse. Eureka offers numerous other amenities including excellent medical care, shopping, and restaurants. Students are served by the Eureka City Schools District, the largest school district in the region. Post-secondary educational institutions include the College of the Redwoods and nearby Humboldt State University.

To learn more about the City of Eureka, please visit <http://www.ci.eureka.ca.gov>.

THE ORGANIZATION

Eureka was incorporated as a Charter City in 1874 and serves as the Humboldt County seat. The City operates under a Council-Manager form of government and is governed by an elected mayor and five city council members who are elected at large, but each member must reside within the geographic boundaries of their ward. The City Council appoints the City Manager, City Attorney, and City Clerk.

The City has more than 242 full-time employees who deliver quality municipal services to its approximately 28,600 citizens, many of whom are actively engaged in the community. Eureka's total budget for Fiscal Year 2017-18 is \$65.8 million and supports a full-service city including Police, Public Works, Parks and Recreation, Marina, Development Services, and a public Zoo. The City has a



cooperative and supportive executive team, all working under the leadership of City Manager Greg Sparks.

THE DEPARTMENT

The Mission of the Eureka Police Department (EPD) is to work in partnership with the community to prevent and reduce crime, safeguard public trust, improve the quality of life and protect the future of Eureka through dedicated professional service. The mission is accomplished through three divisions within the department to which all personnel are allocated. These are:

- **SUPPORT SERVICES** (Dispatch, Records and Property)
- **SERVICE AREA 1** (Patrol, investigations, volunteers, Public Information Officer and Crime Analyst, Property Room Officers and Animal Control)
- **SERVICE AREA 2** (Patrol, POP, crime prevention, SWAT, DTF, K-9, traffic and the old town officer)

The Police Department's budget for Fiscal Year 2017/18 is \$14.7 million. Department staffing includes the following: one Police Chief, two Captains, nine Sergeants, forty-three Police Officers, one Communications Supervisor, seven Communications Dispatchers, two Property Technicians, one Police Records Supervisor, five Records Specialists, one Crime Analyst, one Evidence Technician, one Information Systems Analyst, one Senior Administrative Services Assistant, three Senior Communications Dispatcher and one Support Services Manager, one Administrative Services Technician and one Animal Control Officer.

EPD has developed a strategic plan to ensure a targeted approach to protecting

Eureka over the next five years. The pillars of EPD's Strategic Plan are:

CATEGORY ONE: Crime Control

CATEGORY TWO: Organizational Effectiveness

CATEGORY THREE: Personnel Development

CATEGORY FOUR: Community Policing

CATEGORY FIVE: Technological Improvement

CATEGORY SIX: Budgetary Stability

EPD has a long history of proud service to the community beginning around 1858 with the appointment of the first town marshal. Today, EPD is filled with hardworking, dedicated men and women who care deeply about their community. They continue to evaluate every area of the department and work hard to enhance their proficiency, service, and relationship with the community.

THE POSITION

The City of Eureka is seeking an experienced professional with a command presence capable of moving the department forward in its pursuit of community policing as a philosophy, management style, and an organizational strategy that promotes police and community partnerships. The new Police Chief will recognize the shared responsibility and connection between themselves, the department and the community in making Eureka a safer place to live, work and recreate.

The ideal candidate will be able to demonstrate unquestionable ethics and integrity as well as solid management, organizational and financial/budgeting skills. She/he will be expected to maintain and improve cooperative working relationships between the Police Department and other jurisdictions and agencies as well as having a regional perspective coupled with a strong problem solving mentality. He/she will be comfortable in public settings and will have the ability to communicate easily to a variety of audiences' complex concepts and strategies in lay-mans terms.

The new Police Chief will be politically savvy, yet apolitical and will have excellent interpersonal skills. It is expected that the new Chief will continuously evaluate and adapt to the shifting dynamics and challenges impacting the City and Department while at the same time being conscious of the Department's effectiveness and efficient delivery of services to the residents of the City.

The selected individual will be a collaborative manager who will challenge her/his staff to bring new ideas and evaluate options to current practices. The capacity to use technology when appropriate to leverage



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current resources is also expected as is the desire to be innovative in the delivery of departmental services.

Graduation from an accredited four-year college or university with major coursework in criminal justice, police science, public administration, or a related field, and two (2) years municipal, supervisory experience in police service equivalent to the level of Lieutenant or above required. Also required is a valid California class C driver's license with satisfactory driving record, a valid Management Certificate issued by the California State Commission on Peace Officers Standards and Training (P.O.S.T.), and possession and maintenance of firearms qualifications.

Master's degree and/or FBI Academy highly desirable, as is the recognition of the value of personal involvement in the community above the basic requirements.

THE COMPENSATION

The salary range for this position is from \$123,096 to \$149,625 and appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are highlighted:

RETIREMENT: PERS Classic Members (3% @ 50) 9% employee contribution paid by employee; New PERS Members or Previous Members with a 6-month or longer break in service (2.7% @ 57) 12.25% employee contribution paid by employee, no social security (except Medicare).

HEALTH INSURANCE: Medical coverage for employees and eligible dependents is provided through Anthem Blue Cross. A majority of

the health insurance premium is paid by the City; the remainder is paid by the employee. Dental and Vision coverage is paid by the City.

VACATION: Accumulates at 1 day per month upon employment and increases with time in service. Maximum accrual is up to 44 days annually.



SEARCH SCHEDULE

Filing Deadline.....	September 18, 2017
Preliminary Interviews.....	September 20 through October 6, 2017
Recommendation of Candidates.....	October 10, 2017
Finalist Interview Process	October 20, 2017

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

HOLIDAYS: 10 fixed holidays per year, 3 floating holidays.

EXECUTIVE LEAVE: 9 days of executive leave per fiscal year.

LIFE INSURANCE: A \$20,000 life insurance policy is provided.

SICK LEAVE: Accrues at 1 day per month with no limit.

Additional Benefits: Optional participation in deferred compensation plans offered through Hartford, ICMA and PERS, City-paid EAP, free membership at the City's Adorni Recreation Center with discounted membership for spouse and dependent children, and an educational reimbursement program.

THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Please do not hesitate to contact Phil McKenney toll-free at (866) 912-1919, if you have any questions regarding this position or the recruitment process.



www.peckhamandmckenney.com