

The City of San Bruno invites your application for

POLICE CHIEF



ANNUAL SALARY

\$179,616 — \$220,404 {currently under review}

APPLICATION DEADLINE

5pm on Friday, January 31, 2020

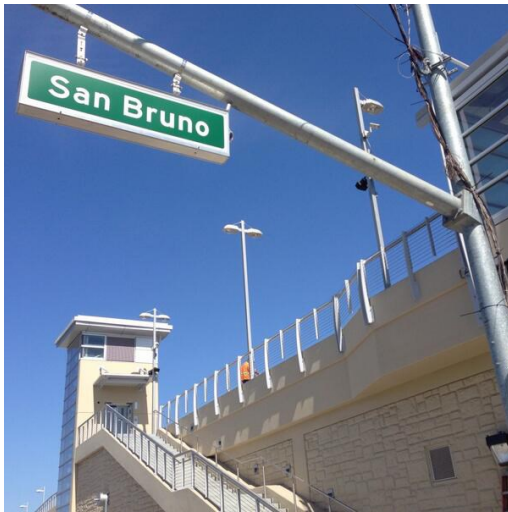
Submit cover letter and resume on [CalOpps](#)

ORAL INTERVIEW DATES

Week of February 10, 2020 {subject to change}



*Enhancing the safety and quality
of life for all citizens throughout
the San Bruno community*



The City of San Bruno is located 12 miles south of San Francisco. An ethnically and culturally diverse city, San Bruno maintains a small-town atmosphere within a large metropolitan area.

The City is responsible for a wide range of public services including Police, Fire, Water, Wastewater, and CityNet Services.

Located along Highway 101 and Interstate 280, San Bruno is in close proximity to vast cultural, educational and recreational opportunities including museums, theaters, recreational areas, and professional sports teams including the Giants, 49ers, Warriors, A's, and Sharks. Educational opportunities include UC Berkeley, Stanford University, San Francisco State University, and numerous community colleges. The San Bruno BART and CalTrain stations make it easy to use public transportation to access San Francisco, the Peninsula and South Bay, and the greater Bay Area.

THE OPPORTUNITY

The City of San Bruno is seeking an energetic and forward thinking leader to serve as its next Police Chief. The Police Chief reports directly to the City Manager and is responsible for leading the Police Department's delivery of a broad scope of services to the community. The Department includes 70 full-time employees comprised of 50 sworn officers and 20 non-sworn employees. The Department's Command staff currently includes the Chief, one Commander, two Lieutenants, and a Records and Communications Supervisor. The City is currently exploring transitioning the command structure to a Chief/Captain model. Under the proposed structure, the command staff would include the Chief, three Captains (Patrol, Administration, and Investigations), and a Records and Communications Manager. The new Chief will have the ability to guide and implement changes to the command structure.

The Police Chief is responsible for all functions of the department, including areas of administration, patrol, traffic and parking, investigations, community support services, records and dispatch services, and contract services. With a total budget of approximately \$19.6 million dollars, the San Bruno Police Department patrols an area of 5.5 square miles. The Department has an outstanding and collaborative relationship with other City departments, the community, and public safety partners in San Mateo County.

THE DEPARTMENT

The San Bruno Police Department is a full service law enforcement agency with a community oriented policing philosophy. In addition to protecting life and property, the Department is committed to the prevention of criminal activity through highly visible patrols, systematic gathering and documentation of intelligence information, and the enforcement of laws and regulations throughout the City. The Department also delivers a variety of non-emergency police services and contributes to the City's collaborative, inter-departmental team approach to identification and resolution of community issues.



KEY PRIORITIES

- Demonstrate fairness, honesty, and ethical and legal awareness in personal and professional relationships and activities.
- Plan, direct and coordinate the work of the Police Department to meet both short-term and long-term public safety objectives.
- Cultivate a work environment that encourages responsibility, creativity and decision-making at all levels.
- Attempt to build collaboration and consensus among and within diverse groups, helping them identify common goals and act effectively to achieve them.
- Enhance inclusive recruiting efforts that attracts and retains a diverse staff of sworn and civilian staff enriched by San Bruno's cultural diversity.
- Serve as a respected mentor that identifies and develops talented subordinates to assume increasing levels of responsibility in service to the community.
- Be a willing partner with other City departments and outside agencies to employ creative strategies to address challenging problems.
- Be politically astute without being political
- Lead by example



IDEAL CANDIDATE

The ideal candidate is a dynamic leader who facilitates open communication throughout the Department and community. The Police Chief must work well with peers, subordinates, the City Manager and other agencies in a cooperative fashion. This position requires someone who recognizes the importance of being a part of the community and establishing a positive presence both internally and externally. The candidate will possess unquestionable personal integrity, honesty and approachability in their commitment to work in a first-class organization.

The successful candidate will have experience in all aspects of police management that demonstrates positive contributions to a team environment and a history of holding personnel accountable for performance. The ideal candidate will have the ability to work with the command staff to enhance police operations and ensure the delivery of quality services to the community and will also work as a coach and mentor to develop the next generation of command staff.

MINIMUM QUALIFICATIONS

A minimum of seven (7) years of experience in police work, three (3) years of which must have been equivalent to police lieutenant or higher. Graduation from a college or university with a Bachelor's Degree in Police Science, Law Enforcement, Criminal Justice, Public Administration or a closely related field. Must possess, or be eligible to possess, a California P.O.S.T Management Certificate. Must possess, or be able to obtain by time of hire, a valid California Driver's License.

APPLICATION PROCESS

Interested candidates are invited to submit resumes and cover letters online at [CalOpps](https://www.calopps.org) by the deadline of 5pm on Friday, January 31, 2020.

After an initial screening of applications, candidates that best meet the City's needs will be invited to participate further in the recruitment process.

Questions regarding the application process can be directed to San Bruno Human Resources by calling (650) 616-7055 or sending an email to hr@sanbruno.ca.gov.

SUBMITTAL DEADLINE
5:00pm
Friday, January 31, 2020



CITY OF SAN BRUNO

Human Resources
567 El Camino Real
San Bruno, California 94066
(650) 616-7055
www.sanbruno.ca.gov

The City of San Bruno is an Equal Opportunity Employer (EOE) and as such does not discriminate on the basis of age, race, color, sex, gender, religion, ancestry, physical or mental disability, marital status, sexual orientation, national origin, or any other status protected by law, in its employment actions, decisions, policies and practices. If you require special accommodations, please contact us to discuss your needs.

BENEFITS

- CalPERS retirement formula of 3% @50 for classic members and 2.7% @57 for PEPRA members
- Employer-subsidized medical/dental/vision/prescription plan with employee contribution
- 100 hours management leave annually with an annual option to cash out
- 10-23 vacation days annually based on years of service
- 12 sick days annually
- 14.5 holidays annually
- \$1,000 personal and professional reimbursement annually
- \$300 monthly vehicle allowance
- Deferred compensation matching at 1% of biweekly salary
- Tuition reimbursement
- Home loan program
- City-paid life insurance and long-term disability insurance