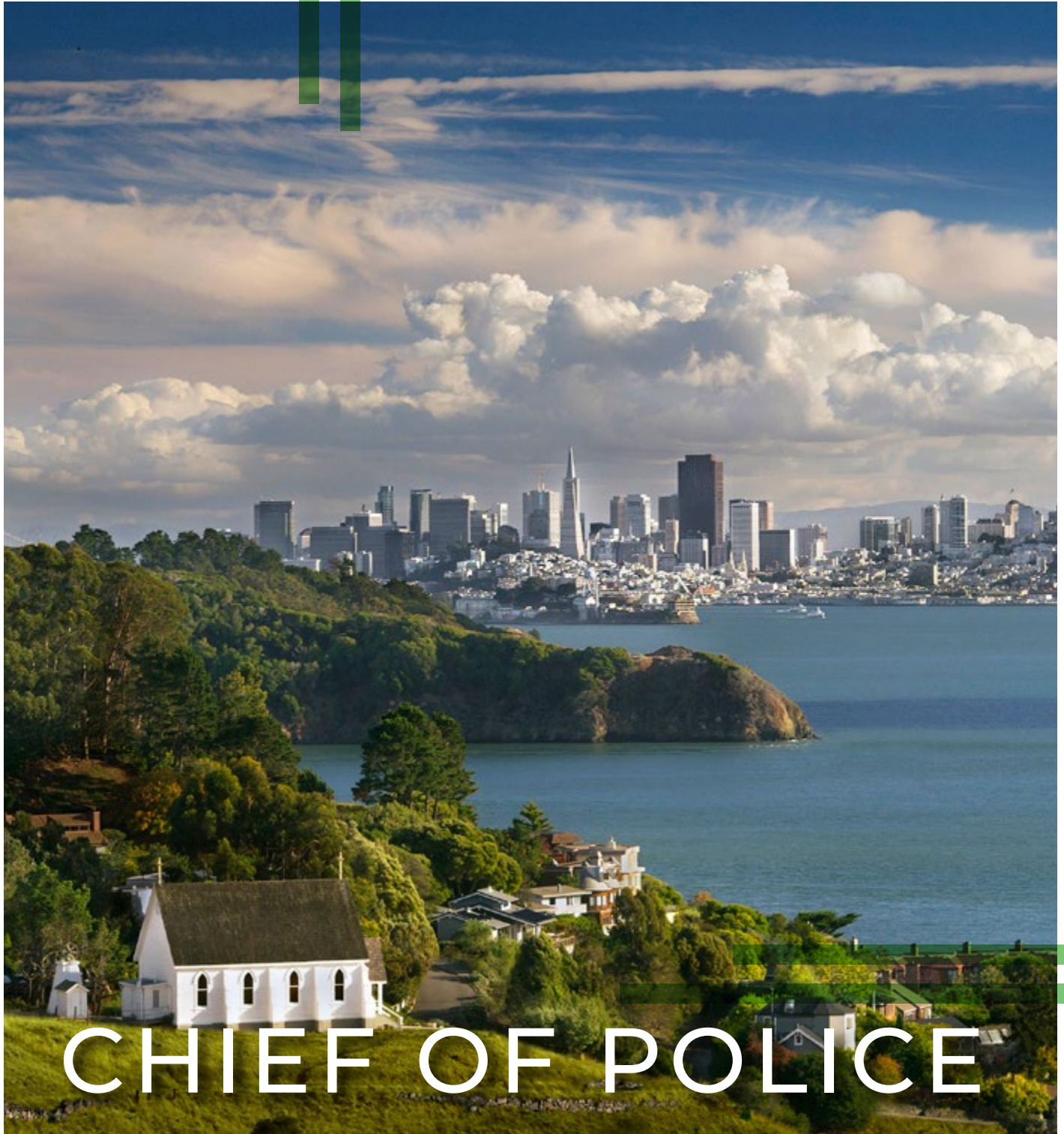


A NATIONAL SEARCH
is underway for a new
Chief of Police.

**TOWN OF
TIBURON, CA**



CHIEF OF POLICE



THE TOWN OF
TIBURON, CA

THE TOWN OF TIBURON.01.



The Town of Tiburon is searching for a new Chief of Police. This is a remarkable opportunity to lead a premier law enforcement agency in one of California's finest communities.

Situated in southern Marin County just a few miles north of the Golden Gate Bridge, Tiburon offers picturesque views of Angel Island, Mount Tamalpais, the Golden Gate Bridge, San Francisco, and the Bay. Beautiful scenery, high-quality schools, a serene lifestyle, low crime, and exceptional public services are among the many reasons why 9,100 residents call Tiburon home.

EXCEPTIONAL QUALITY OF LIFE

Tiburon is one of the most desirable places to live and visit in Marin County and the San Francisco Bay Area, and one of the most admired destinations in the nation. Its quality of life is extraordinary.

The Golden Gate Ferry and Blue & Gold Fleet Ferry provide daily commute service to San Francisco and points beyond. Tiburon is also the launching point for visiting historic Angel Island, a California State Park, which is located within the town limit. The ferry network brings visitors who enjoy Tiburon's extraordinary restaurants, recreational amenities, shopping, and annual events.

Tiburon Boulevard (State Route 131) is the Town's main thoroughfare, connecting downtown to U.S. Route 101. The scenic Paradise Drive route is a beautiful alternative for commuting along the peninsula.





02. TOWN GOVERNMENT

Tiburon is a general law town that operates under the council-manager form of government. The Town Council appoints the Town Manager, who serves as chief executive.

The leadership team is comprised of four Department Directors, including the Chief of Police, who all report to the Town Manager. Town staff also work with the Town Council through ad-hoc committees created for various projects.

The Town of Tiburon is in very sound financial condition and has substantial General Fund reserves. Its 2020/21 overall budget is \$17.53 million, including a \$12.81 million operating budget that funds 41 employees who work among four service departments: Administrative Services, Community Development, Public Works, and Police.

Tiburon's Fire services are provided by two independent fire districts. Sanitary sewer services are also provided by two independent sanitary districts, while water is provided by the Marin Municipal Water District.

DIVERSITY AND INCLUSION

While the Police Department enjoys strong support and confidence from the community, Tiburon's leaders recognize recent local and national events have significantly affected law enforcement and the communities they serve.

The Town Council recently established a [Diversity Inclusion Task Force](#) that will, in part, advise the Council, Town Manager, and Police Chief on diversity and inclusion issues involving the Police Department. The new Chief of Police will have an active role in the committee's work.

THE DEPARTMENT 03.



The Tiburon Police Department provides exceptional service delivery and enjoys strong community support.

The Department consists of 17 full time employees, including 13 sworn members and four civilian personnel who are supported by four part-time Reserve Police Officers and volunteers. In addition to the Chief, the team is comprised of four Sergeants, eight Police Officers, one Emergency Services Coordinator, and three Police Service Aides. The Department's 2020/21 budget is approximately \$3.75 million.

The Police Department also houses an Emergency Operations Center, which is equipped to manage disaster response for Tiburon and the neighboring community of Belvedere. Dispatch services are provided by the Marin County Sheriff's Office.

04. THE POSITION

The Chief of Police plans, directs, supervises, and coordinates law enforcement activities in the Town of Tiburon, and provides highly responsible and technical staff assistance to the Town Manager and Town Council.

The Chief directs and participates in the development of goals, objectives, policies, and priorities. Among other duties, the Chief also plans, directs, and coordinates the activities of Police Department personnel in preserving order, protecting life and property, and enforcing laws and municipal ordinances.

05. CHALLENGES & OPPORTUNITIES

The Town of Tiburon is seeking a skilled and astute law enforcement leader who will provide long-term, stable leadership and be a contributing partner in Town government.

The next Chief of Police will develop a strategic plan that seeks to strengthen community trust and discover new opportunities for collaboration by:

- Leading from the front to work collaboratively with stakeholders of all backgrounds to meaningfully address issues of diversity and inclusion, while finding new opportunities to enrich community partnerships and keep Tiburon safe
- Exploring opportunities to expand community policing with non-traditional patrols, greater participation in community events, and other strategies to engage and build relationships with residents and visitors
- Embracing and implementing the Pillars of 21st Century Policing to build even greater community trust
- Promoting a departmental culture that is driven to provide fair, impartial, and equitable service to every resident and visitor
- Implementing a comprehensive training plan to ensure Department members receive contemporary training on police legitimacy, procedural justice, implicit bias, de-escalation, community policing, and more
- Supporting and developing staff by setting clear performance expectations, implementing a meaningful performance appraisal system, and ensuring accountability at all levels of the organization
- Expanding the Department's analysis of calls for service and reported crime data to deploy resources in the most effective and efficient manner
- Ensuring the Town and region are prepared and equipped to respond to major emergencies and natural disasters by working with our public agency partners to implement a clear, defined, and effective emergency management plan
- Implementing strategies to recruit and retain exceptional staff, promote diversity, provide meaningful career development opportunities, and prepare the entire team for long term success.

06. THE IDEAL CANDIDATE

The next Chief of Police will be a collaborative servant leader of impeccable character. He or she will recognize that Tiburon is a service-oriented community that values responsible public safety delivery and is committed to ensuring the Town remains one of California's safest.

The most successful candidate will:

- Be transparent, visible, personable, and driven to bring the police and community closer together
- Have a successful track record of implementing and directing effective community policing strategies, especially in a comparable community or setting
- Recognize today's complexities of race, equity, and inclusion in local and national policing and welcome constructive dialogue to address critical issues
- Exhibit mindfulness and cultural competence, and understand the nuances of competing social and cultural perspectives



- Be an exceptional and savvy communicator who engages the entire community, listens to opposing viewpoints, and learns from others
- Establish meaningful relationships with community stakeholders including residents, the business community, non-profit organizations, service clubs, advocacy groups, the news media, regional government partners, and more
- Manage fairly and equitably, and consistently hold themselves and the team accountable for their performance, behavior, and conduct
- Be a capable and responsible financial steward who makes sound business and operational decisions
- Work independently but understand and respect the governance roles of the Town Manager, other department directors, Town Council, and an engaged constituency



07. QUALIFICATIONS

MINIMUM REQUIREMENTS:

- Ten years of progressively responsible sworn law enforcement experience, including at least three years of management/command-level experience in a patrol/operations assignment. Management experience is generally considered at least one level higher than a first-line supervisor, typically the rank of lieutenant.
- A Bachelor's degree in Police Science, Criminal Justice, Public or Business Management, Social Science or related field, or an equivalent combination of education and experience that provide the knowledge, skillset, and abilities to perform the complex duties of the position.
- Must satisfy California POST minimum employment standards; possession of a POST Management Certificate, or ability to obtain a Management Certificate within one year of employment.

PREFERRED QUALIFICATIONS:

- Prior experience in a highly service-oriented community, especially in a leadership role
- A Master's degree in Criminal Justice, Social Sciences, Leadership, Public Administration, Business Administration, or related field
- Completion of an advanced law enforcement leadership program such as California Law Enforcement Command College, FBI National Academy, PERF's Senior Management Institute for Police, or similar recognized program.

08. COMPENSATION AND BENEFITS

The Town of Tiburon offers an exceptional compensation and benefits package. The expected annual salary range for this position is \$161,160 to \$201,444, with placement DOQ. Benefits include:

CalPERS Retirement Plan: 3% at 55 for Classic members or 2.7% at 57 for PEPRA members. Employee pays employee's share of PERS contribution; Classic employee picks up an additional one percent of the Town's share (total of 10 percent). Final compensation is based on the average three highest years. CalPERS Safety Retirement includes:

- Military Service Credit
- 1959 Survivor Benefit, Level 1
- \$500 Retired Death Benefit
- 2% annual COLA increase
- Pre-retirement death benefits to continue after remarriage of survivor
- Prior service credit eligible
- Unused sick leave credit upon retirement
- The Town of Tiburon does not participate in Social Security.

Health Benefits (cafeteria plan):

The Town provides a monthly allowance toward medical, dental, life insurance, and long-term disability insurance. The monthly allowance is equal to the Kaiser two party rate, plus the Delta Dental family rate (\$1,782 in 2021). If the full amount of is not used, any remaining portion up to \$400 per month will be deposited into employee's Deferred Compensation account. If the cost of benefits exceeds the allowance, the difference is paid by the employee.



Vacation & Sick Leave: 15 days of vacation leave annually, increasing after 5 years. Employees also accrue 12 days of sick leave annually.

Administrative Leave: Up to 10 administrative leave days per year.

Holidays: The Town observes 12 holidays per year and typically closes Town Hall between Christmas Eve and New Year's Day.

Take-home emergency vehicle.

09 TO BE CONSIDERED

Please send electronic submittals consisting of a compelling cover letter, comprehensive resume, and list of at least five professional references to apply@publicsectorsearch.com. References will not be contacted until mutual interest is established.

This recruitment will be confidential through its initial stages and is considered “open” until a final selection is made. The first review of applications will occur December 31, 2020. Candidates are strongly encouraged to apply early for optimal consideration.

The most highly qualified candidates will be invited to participate in virtual interviews and additional selection exercises in January 2021, with appointment anticipated shortly thereafter. Employment is contingent on the successful completion of a detailed POST background investigation, medical examination, psychological screening, and other Town requirements.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

Chief Mark Helms (Ret.), Project Consultant

mark@publicsectorsearch.com

Mobile: (209) 639-4077 | Office: (916) 789-9990



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ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

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