



Rocklin Police Department

POLICE CHIEF

Salary \$164,658 - \$226,981 DOQ

Final Filing Date:
Open until filled

First application review will be August 27, 2021.

"To serve, protect, and promote a safe community."



THE POSITION

Under administrative direction of the City Manager, the Police Chief plans, directs, manages, and oversees the activities and operations of the Police Department; coordinates assigned activities with other City departments and outside agencies; builds and maintains relationships with the community utilizing the principles of community policing; provides expert professional assistance to the City Council, City Manager, and others; and performs related duties as assigned.

The Police Chief will build upon the Police Department's foundation of teamwork, community connection, and common purpose and advance the department toward higher use of community policing, data-driven decision-making, and innovative practices.

The Ideal Candidate

The City of Rocklin seeks a Police Chief with a passion for inspirational leadership and community collaboration and who will bring a fresh perspective to the department. The next Police Chief will be a strategic leader who embraces partnerships and leverages those relationships to implement the department's mission and vision. The Police Chief must be an active practitioner of community-oriented policing and problem solving, and have a demonstrated history of building and maintaining partnerships between their respective department and communities to address crime and quality of life challenges. The successful candidate will be an exceptional communicator with a demonstrated ability to collaborate with other agency departments, staff, and a wide array of community organizations and individuals. The ideal candidate will have the ability to lead with integrity, confidence, and proactively address issues through an intellectual, data-driven, and respectful approach.

In addition to the qualifications above, the ideally qualified candidate will also:

- Leverage the strengths of both sworn and professional staff to continue building a spirit of teamwork and common purpose.
- Possess a balance of “big picture” perspective and a focus on “day-to-day” operations, while driving a true community-oriented focus throughout the department.
- Possess exceptional leadership and people skills, and be able to work with and establish relationships with the City's numerous stakeholders including the City's executive team, elected officials, business owners, and other members of the community.
- Be able to provide hands-on leadership to encourage and motivate the department.
- Be comfortable in a public-facing role; and participate as appropriate in community activities while knowing the appropriate times to serve in a support function.
- Have the highest level of ethics; be able to create an environment of trust and respect; and be a person of humility.
- Demonstrate a commitment to the municipal chain of command and effectively manage expectations of the City Manager and City Council.
- Welcome input and embrace varying perspectives; be forward thinking; and be fair and open-minded.
- Exemplify community policing and set the tone and direction for the department on working with the public and other stakeholders.
- Have strong budgetary skills, as well as the ability to access grants and other external funding to support the department's operations.



THE DEPARTMENT

The Rocklin Police Department is committed to its mission to serve, protect, and promote a safe community. All staff members know that providing excellent service with respect, accountability, integrity, and quality service is the key to maintaining the trust and support of the Rocklin community.

The department is comprised of two major divisions: Operations and Support Services, including uniformed patrol, traffic enforcement, investigations, canines, school resource officers, crime prevention, citizen volunteers, SWAT, dispatch, records, evidence, animal control, and provides contracted police services to Sierra College. The department has approximately 86 budgeted positions (62 sworn and 24 non-sworn) and an operating budget of approximately \$20.8 million.

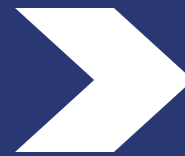
Opportunities:

The next Police Chief will be presented with opportunities such as:

- Addressing the organizational structure, including succession planning, retention, and overall staffing needs of the department.
- Embracing and thriving in a progressive, educated, and engaged community.
- Serving as the role model for accessibility, empathy, and awareness of the highest regard related to community connection and quality of life issues valued by the Rocklin community.
- Building on the department's current strategic plan.
- Developing a vision for the department and being a catalyst for change.



[View the department
organizational
structure](#)



[View the 2020
Annual Report](#)



The Rocklin Police Department is accredited by CALEA, which is the gold standard in public safety for providing best practices in life, health, and safety procedures and embracing a philosophy of community-oriented policing.

ROCKLIN COMMUNITY

Rocklin is a preferred location for business and living due to its convenient location, excellent schools, diverse mix of housing, abundant parks and recreational opportunities, and the highest commitment to public safety. Rocklin was recently named as one of top 100 Cities to live in America by Money Magazine, and was named the best place in Placer County to raise a family by Niche.com. Rocklin's outstanding educational system includes Rocklin Unified, one of the top-ranked unified school districts in the state, as well as Sierra College, ranked first in Northern California for transfers to UC and CSU universities, and William Jessup University, a fast growing private, four-year university. The city enjoys a low crime rate, and all efforts are focused toward maintaining a safe, family environment throughout the community.

The City of Rocklin is located in south Placer County at the intersection of Interstate 80 and State Highway 65, and is characterized by rolling hill terrain with panoramic views of the Sierra Nevada Mountains to the northeast and the Sutter-Butte mountain range to the west. Rocklin is located in proximity to many tourist locations and recreational amenities. It is within 20 minutes of Folsom Lake, 30 minutes of downtown and Old Sacramento, and less than 2 hours from Lake Tahoe, the Pacific Ocean, and the Bay Area. With an estimated population of 70,000 people, Rocklin is one of the fastest growing cities in California, with approximately 65% of its growth since 2000.



COMPENSATION & BENEFITS

The annual salary range for the Police Chief is \$164,658-\$226,981*. Actual salary will be dependent on the experience and qualifications of the successful candidate. In addition to the competitive salary, the City offers an attractive benefits package.

Medical

A variety of plans are offered through CalPERS. The City contributes up to \$1,200 per month to active employees, and the employee pays the difference. \$150/month cafeteria plan contribution beginning in January 2022.

Dental and Vision

City-paid for active employee and dependents.

Retiree Medical

The City contributes up to \$1,200 per month for post-retirement medical insurance premium costs.

Leave Accruals

Management Leave: Up to 80 hours per year

Sick Leave: 12 days per year

Vacation: 15 days first year, progresses up to 27 days based upon years of service

Holidays: 10 paid holidays per year

Retirement

CalPERS Pension (in accordance with Public Employees' Retirement Law)

2.7% @ 57 (PEPRA)

3% @ 50 (Classic)

Insurance

Life Insurance and AD&D: City paid \$200,000

Cell Phone Allowance

\$75 per month

*Salary pending adoption by City Council



APPLICATION & SELECTION PROCESS

Minimum Requirements

A bachelor's degree from an accredited four-year college or university with major coursework in criminal justice, law enforcement, police science, psychology, public or business administration, or a closely related field (a master's degree is desirable);

AND

Ten (10) years of increasingly responsible supervisory and administrative experience as a sworn law enforcement officer, including at least four (4) years at the rank of lieutenant or above.

Licenses and Certifications:

Possession of or the ability to obtain (within two years after hire) a California Peace Officer Standards and Training (POST) Management Certificate.

Incumbents must pass a thorough background investigation. Must meet physical, psychological, and background standards established by POST as well as ongoing peace officer requirements pursuant to federal, state, and local legislation. This classification functions as a peace officer within the authority and limits of California Penal Code Sections 830.1(a) and 832.

Recruitment Schedule (Tentative)

Applicants will be screened against the minimum requirements.

Applicants with relevant qualifications will be invited to a preliminary interview. Candidates deemed best qualified will be invited to participate in further selection activities.

Applicants are encouraged to apply online. This recruitment is open until filled; the first application review will be 8/27/2021.

For more information, please contact Elise Hardy at elise.hardy@rocklin.ca.us or 916-625-5057.

[APPLY HERE](#)

The City of Rocklin is an Equal Opportunity Employer and encourages applicants from diverse backgrounds to apply. Many job classifications require a pre-employment medical screening. This job classification's medical screening includes testing for drugs, including but not limited to marijuana; a positive test may result in revocation of an employment offer.