

Compensation and Benefits

The City provides an attractive compensation and benefits package. The salary range for this position is \$156,873 to \$190,694 annually, DOQ. The excellent benefits package includes:

- ◆ Retirement:
 - Classic members: CalPERS 3% @ 55 Safety plan (highest 36 months) with the employee contributing 9%.
 - New hires: CalPERS 2.7% @ 57 Safety plan (highest 36 months) with the employee contributing 12%.
- ◆ City participates in Social Security.
- ◆ Annual Leave – Vacation accrues at 120 hours per year (capped @ 2x annual accrual); 40 hours administrative leave; 12 paid holidays and 1 floating holiday; 8 hours sick leave per month (no cap on accrual).
- ◆ Health & Welfare – City pays premium for Kaiser HMO or Blue Shield HMO, dental, and vision coverage (employee and family). City pays premium for short and long-term disability, \$50K term life insurance policy, 1.5% of salary into Retirement Health Savings Account, childcare subsidy at 50% discount, and \$1,000 annually for executive wellness benefit. In addition, free recreation classes and a deferred compensation plan are available.



The Process

To apply for this exceptional and unique career opportunity, please submit a cover letter of interest, your resume with current salary and a list of five work-related references (who will not be called until mutual interest is established and you have approved the contact) to:

Paul Kimura and/or Cris Piasecki
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is July 28, 2014.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or Cris Piasecki at 408.234.2025.



The City of South San Francisco



*invites your interest
for the position of*

Police Chief

The Community

Located on the San Francisco Peninsula in San Mateo County, South San Francisco occupies the valley formed by the San Bruno Mountains on the north and the Coast Range on the west. With the San Francisco Bay just east of the City, residents enjoy beautiful views of the water and a true sense of identification with the Bay along with impressive views of Sign Hill and San Bruno Mountain.



South San Francisco is a highly commercialized city with a population nearing 65,000 and growing to 100,000 during business hours. It is the fourth largest city in San Mateo County. The City is proud of its diversity, reflecting over 30% Hispanic and 30% Asian residents, and the community is known for its friendly residents, community groups, and volunteerism.

The City is considered the “Birthplace of Biotechnology” and is home to over 2,800 firms and businesses, including Genentech’s headquarters, Amgen, Onyx Pharmaceuticals, and Life Technologies. South San Francisco also offers a high quality of life to its residents with attractive residential areas, well-kept parks, and a beautiful marina and bay trail.

South San Francisco's extensive transportation infrastructure includes two major north-south freeways, Highway 101 and Interstate 280. In addition, the Bay Area Rapid Transit (BART) provides service to San Francisco International Airport, the city of San Francisco, and the East Bay. In June 2012, a new ferry service was started, providing weekday transit to and from San Francisco, Oakland, and Alameda. The South San Francisco Unified School District has several high-achieving schools.



To learn more about the City of South San Francisco and the surrounding region, please visit the city’s website at www.ssf.net.

City Government

South San Francisco is a general law city and operates under the Council/Manager form of government with a five-member City Council elected at-large to staggered four-year terms in uneven years. The Council annually selects a mayor and vice-mayor from its members during non-election years. South San Francisco is characterized by political stability, longevity of employees, transparency, and a cohesive and fiscally conservative culture. This has resulted in a high level of mutual respect and the progressive working environment with the City Council, the City Manager and city staff.

The City has more than 400 full-time employees and operates on FY 2013-2014 General Fund of almost \$72 million. City Departments include: Police, Fire, Parks and Recreation, Public Works, Economic and Community Development, City Attorney, Library, Finance, Information Technology, Human Resources, City Clerk and Office of the City Manager.

The Position and the Ideal Candidate

The Police Chief reports to the City Manager and has responsibility over all activities in law enforcement and the prevention of crime, also providing highly responsible and technical staff assistance to the City Manager and City Council.

The South San Francisco Police Department has 83 sworn officers who patrol the streets, enforce traffic laws and conduct investigations. Citizens can report certain types of property damage online and can call the department to report speeding, gang activity or drug dealing. The department participates in several community programs, such as Project HERO and Project GREAT, to reach out to youth in the community and prevent crime.



The successful candidate will plan, organize, and direct all activities of department staff in the preservation of order, protection of life and property, and enforcement of laws and municipal ordinances. This includes the coordination of departmental activities with other city departments and outside agencies to ensure departmental and city goals are achieved; building cooperative, working relationships with peace officers in other jurisdictions; attending county, area, and state police conferences and meetings; obtaining information and cooperation in law enforcement and crime prevention. The Police Chief will also be required to confer with attorneys in connection with the prosecution of criminal complaints, applicable personnel issues, risk management assessment, and interpretation of case law regarding work conditions. Other responsibilities include general supervision and performance management of department staff, formulating an annual budget, estimates and controls of departmental expenditures, and attending regular and special meetings of the City Council, as required.

The new Police Chief will possess any combination of experience and training that will provide the required knowledge,



skills, and abilities. The ideal candidate will have at least five years of full-time administrative experience with a law enforcement agency at the rank of lieutenant with at least two separate command responsibilities. Two years as a captain or commander is preferred. A Bachelor’s Degree from an accredited college or university in any related field and completion of one of the following: FBI National Academy, Command College, or the West Point Leadership Academy. A Master’s Degree and completion of P.O.S.T. Executive Development Course are preferred.