

Compensation and Benefits

The City of Port Hueneme offers an attractive and competitive salary and benefits package. The current salary range for this position is \$126,282 - \$164,166 annually, DOQ. The employee benefits package includes:

- ◆ Retirement – CalPERS with a 3% @ 55 formula and single highest year for Classic PERS members. New PERS members are subject to a 2.7% @ 57 and pay 50% of the normal cost rate for PERS. The City participates in Social Security.
- ◆ Health Insurance Plans – The City will contribute an allowance between \$500 per month (for employee only) to \$1,000 per month (employee plus two or more dependents) towards CalPERS Health Program. City also provides dental and vision plans.
- ◆ Deferred Compensation – Employees receive a match up to 2% of base salary contributed to 457 or 401(k) plan of choice.
- ◆ Time Off – The City offers 11-1/2 paid holidays and 1 floating holiday annually; annual leave of 180 hours in years 1 thru 4 with cash out provision of up to 160 hours a year (must have 160 hours remaining).
- ◆ Administrative Leave – Employee is granted 45 hours annually.
- ◆ City Provided Car
- ◆ Life Insurance – Term life policy of \$100,000.
- ◆ STD/LTD Disability – Salary Continuation Plan.
- ◆ Employee Assistance Program and Annual Physical.

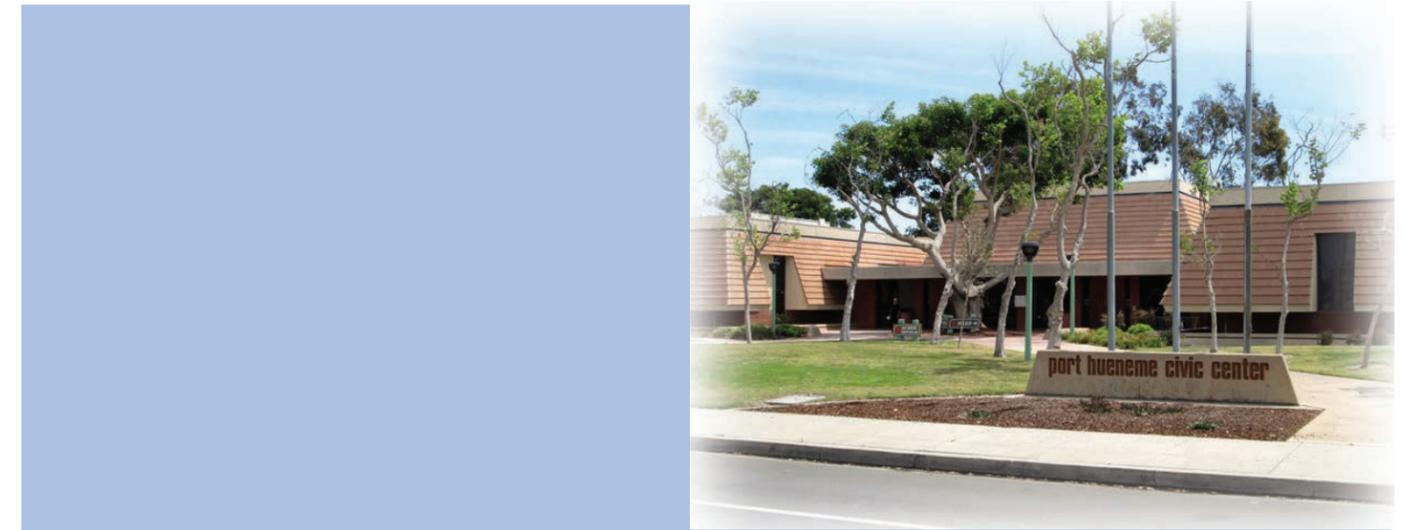
The Process

To be considered for this exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date: October 28, 2016.

Please contact Bill Avery or Paul Kimura at 408-399-4424, or email bill@averyassoc.net or paulk@averyassoc.net if you have any questions related to this position. For more information on the City of Port Hueneme, visit its website at www.ci.port-hueneme.ca.us.



The City of Port Hueneme



*invites your interest
for the position of*

Police Chief

The Community

The City of Port Hueneme (pronounced “Wy-nee’mee”) is a charming, friendly and relaxed seaside community in Ventura County, California. The City is ideally located along the County’s renowned Gold Coast, 60 miles northwest of Los Angeles and 40 miles south of Santa Barbara. Port Hueneme has a population of approximately 23,000 residents living within the 4.5 square miles that comprise the city limits and serves as home to Naval Base Ventura County and the commercial Port of Hueneme.

Visitors quickly find that the quality of life in Port Hueneme is one-of-a-kind. Those who live or work here benefit from the City’s small town atmosphere, affordable housing, temperate climate, clean air, low crime, quality education and recreation. Port Hueneme takes pride in its clean and well-maintained beach and fishing pier. The City’s 90 acres of parkland exceeds the statewide norm by more than one-third. The educational system is exceptional, as local schools at all levels are nationally recognized for academic performance. California State University, Channel Islands and off-campus extensions of the University of California and State University systems, and local community colleges, are also within a 20-minute drive of Port Hueneme. Mild winter temperatures and cooling midsummer sea breezes typify Port Hueneme’s subtropical temperate climate. Annual temperatures range from 45 to 71 degrees.

The City of Port Hueneme has seen much dramatic progress since its incorporation. Residents consistently cite the high quality of life offered due to planned development, excellent public facilities and responsive city services as being primary reasons for choosing to live in the City. A commitment to maintain high standards for a clean and attractive appearance of the City continues to be a major priority. The importance of preserving and enhancing existing amenities to ensure the long-term health and vitality of the community is recognized as well.



City Government and its Departments

Port Hueneme was initially incorporated in 1948 and became a Charter City effective December 1996. Port Hueneme has a five-member City Council, which functions as the policy making governmental body utilizing a Council/Manager form of government. The five individuals serve staggered four-year terms in office, with the Mayor and Mayor Pro-Tem being selected by the City Council in December of each year.

City services are structured around seven departments: City Administration, Community Development, Finance, Housing, Police, Public Works, and Recreation and Community Services. The City of Port Hueneme has an



approved FTE level of 99 and operates with a total budget of approximately \$42.6 million. The General Fund for FY 2015-16 is approximately \$15.9 million. The Police Department budget is \$6.8 million with 31.5 employees.

The Position and Ideal Candidate Profile

The Police Chief is appointed by the City Manager. The incumbent performs varied and complex managerial and professional work through direction of patrol, investigation, dispatch and administration functions.

The City is facing a number of significant challenges. The General Fund reserves have been dwindling due to expenditures that have exceeded revenues for a period of years. The budget for FY 2016-17 has a number of significant reductions necessitated by the gap between revenues and expenditures. None of the reductions have impacted the sworn personnel. The City is just beginning negotiations with the POA for the 2016-17 year.

Given the challenges, the successful candidate will need to establish and maintain an exceptional working relationship with the City Manager, city staff and the community, which will be key to success in this role. Proactive, candid and timely communications with the City Manager regarding current issues/developments and in providing effective operational alternatives and recommendations will be vital in this role. In doing so, the new Chief must create an environment of trust and credibility essential in facilitating discussion and decision making within the department. An operational style that is collaborative and team oriented, will also be critical in providing strong leadership to departmental operations.

The ideal candidate will possess a leadership style and value system that embodies ethics, integrity and an uncompromising dedication to public service, the employees and the community. The successful candidate will be an effective and seasoned public sector manager and administrator who creates and maintains an environment of mutual respect among management and employees and among employees. – a key to the operation of a successful Police Department. The candidate will be expected to become well-grounded in the community. Establishing and maintaining a relationship with other law enforcement agencies is a necessity as their actions can have a great impact on police services and activities. To be qualified for this position, the candidate must have a Bachelor’s degree in police science, law enforcement, criminal justice, public administration or a closely related field. Some educational and training equivalency can be substituted. Ten years of progressively responsible law enforcement experience in all major areas of municipal police work, including at least two years of senior management rank of lieutenant, commander, assistant police chief and some administrative responsibility is required.

