

Compensation and Benefits

The salary range for the Chief of Police is \$191,860 - \$230,411 annually, DOQ. The City also offers a comprehensive and competitive benefit package, including:

- ◆ Vacation: 96 hours accrual per year (increases with longevity) with an annual cash conversion option.
- ◆ Holidays: 11 fixed paid holidays plus 1 day of personal leave/floating holiday.
- ◆ Sick Leave: 8 hours per month. 100% payout upon separation with 5 years of service.
- ◆ Executive Leave: 80 hours per year.
- ◆ Exceptional Leave: City Manager may provide up to 8 days in recognition of extraordinary service. May be taken as time off or cashed in.
- ◆ Insurance: \$782 monthly is provided towards PERS medical insurance. Dental and vision are fully paid.
- ◆ Retiree Medical: Employee must be vested with CalPERS to be eligible for retiree medical. City provides the same monthly medical contribution rate as active employees.
- ◆ PERS Retirement: Classic Members: 3% @ 55 single highest year coordinated with Social Security and Medicare, employee pays 9% of PERS Member Share. New Members: 2.7% @ 57 three-year average of final compensation, employee pays 50% of normal cost (12%).
- ◆ Life Insurance: \$50,000 Term life insurance with AD & D coverage paid by the City.
- ◆ Deferred Compensation: Voluntary participation in a 457 plan.



For more information on the City of El Segundo, please visit the City's website at www.elsegundo.org.

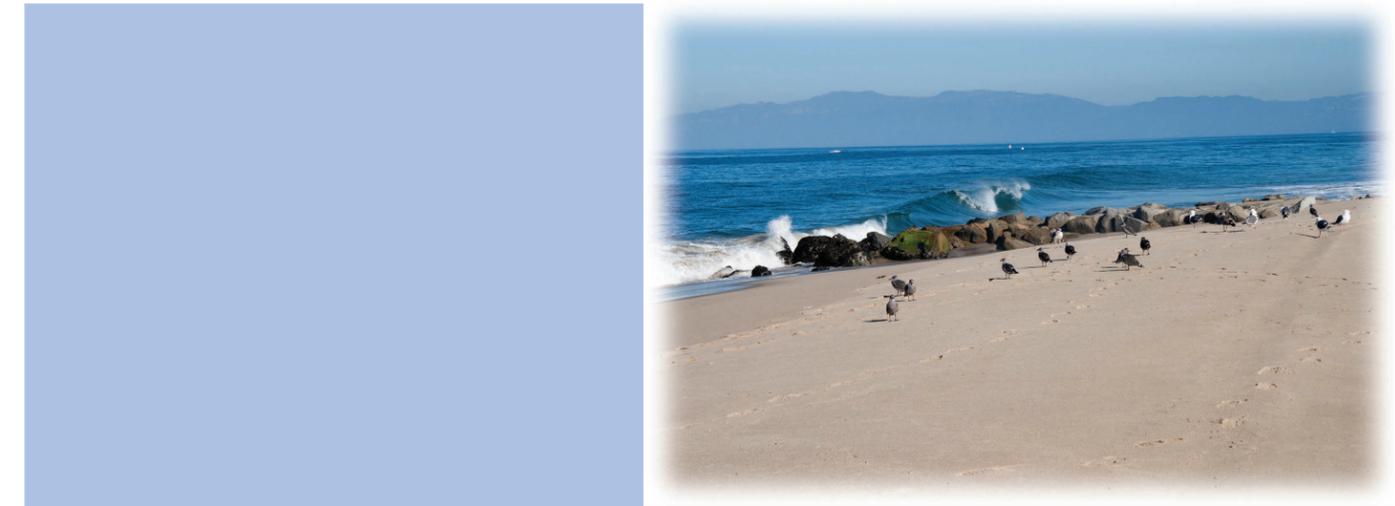
The Process

If you are interested in pursuing this exciting 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
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is February 8, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424.



The City of El Segundo



*invites your interest
for the position of*

Chief of Police

The City of El Segundo

El Segundo, a Los Angeles County beach city of almost 17,000 with a considerably larger daytime population, is located on the Santa Monica Bay. The north and south boundaries of the town are Los Angeles International Airport and Manhattan Beach with the Pacific Ocean as the western boundary. With its proximity to major freeways, the 405 and the 105, and bisected by the historic Pacific Coast Highway, El Segundo is ideally situated for both residents and businesses. The City offers all the natural elements of fun and adventure that you'd expect from a beach city. Residents enjoy classic California living with ocean breezes and a healthy outdoor lifestyle.



El Segundo balances an ideal business environment with a small town community to provide a high quality of life for its residents and employers. There are tree-lined neighborhoods with award winning schools (its high school an architectural land mark), parks and athletic fields. A wealth of dining and retail experiences are thriving that range from historic Main Street to modern multiplexes.

According to Forbes Magazine, El Segundo has more Fortune 500 companies than any other city in Southern California. El Segundo has many aviation-related and petroleum-related industries and operations. Many large aerospace companies have facilities in El Segundo, including Boeing, Raytheon, Lockheed Martin, Northrop Grumman, and The Aerospace Corporation. It is also home to the Los Angeles Air Force Base and the Space and Missile Systems Center (SMC), which is responsible for space-related acquisition for the military.

Toy manufacturer Mattel, satellite TV provider DirecTV, medical company DaVita, and IT services firm Computer Sciences Corporation are headquartered there, as well as sporting goods retailer Big 5 Sporting Goods. There are also two film production companies located in El Segundo.



El Segundo offers its residents and employees opportunities to live, work and play in an ideal location with a robust economy but with a small town charm.

City Government

The City of El Segundo has operated under the council-manager form of government since 1917. A five Member City Council, serving four-year terms and elected at large, governs the City. The Mayor is selected by the seated council every two years. Also elected are the City Clerk and Treasurer.

El Segundo provides a full-range of municipal services through the departments of police, fire, parks and recreation, finance, public works, planning and building safety, human resources, and library with a total of 269 employees. The total all funds budget exceeds \$152M.

The Position and Ideal Candidate

The Chief of Police will oversee a high service level department and will direct and manage the development of comprehensive plans to meet the City's future needs for public safety services. The Chief is an at-will employee reporting to the City Manager and will lead an organization of 94.5 FTE's including 62 sworn officers. The Department is comprised of two bureaus; Administrative Services and Field Operations and operates on an annual budget of over \$22 million.

The new Chief of Police will be an innovative leader and collaborative team player that is able to coalesce an organization towards collective and cooperative solutions. As a member of a new city executive team, the Chief will contribute as a resource and partner to the management team. Internal to the Police Department, the Chief will establish positive relationships throughout the organization and will create a sense of team and unity resulting in positive morale and officer retention efforts.

The Chief will be technologically savvy in the use of systems to create innovative management and operational systems for the Department. She/he will be a strategic thinker who understands transparency in government and possesses unquestioned integrity and ethics. Top-flight administration, communication, and interpersonal skills are expected along with a creative approach towards outreach and accessibility to the public. On a regional level, the need is for a greater level of coordination and collaboration with neighboring Police Departments where many joint programs and initiatives take place.

The new Chief of Police will have a Bachelor's degree in Police Science, Public Administration or a directly related field, and at least 10 years of professional crime prevention, law enforcement, and police administration experience including five or more years of police management and supervisory experience (or an equivalent combination of education and experience). An MA/MS degree is desirable.



Residency Requirement: There is no residency requirement for this position however the Police Chief shall reside in a location which provides the ability to report to work within one (1) hour of being notified of an emergency which requires their presence in El Segundo.

