

Compensation and Benefits

The City of Gilroy offers a competitive and comprehensive salary and benefits package. The salary range for this position is \$140,484 – \$188,664 annually, DOQ. The excellent benefits package includes:

- ◆ Retirement:
 - Classic members: CalPERS 2% @ 50 formula with employees paying 9% on a pre-tax basis.
 - New hires: CalPERS 2.7% @ 57 with employees paying 50% of the total normal cost as set by CalPERS (currently 12%).
- ◆ Health Insurance and Flexible Benefits Plan: City participates in the PERS Health Program with a choice of providers and coverage options. The health allowance ranges from \$736.02 - \$1943.68 based on number of dependents enrolled in the medical plan. The Flexible Benefits Plan includes medical and dental coverage as core benefits and provides a range of optional benefits including vision care and medical and dependent care accounts.
- ◆ Vacation: The annual vacation accrual ranges from two to four weeks per year based on City of Gilroy years of service.
- ◆ Holidays: The City observes 10 paid holidays per year.
- ◆ Administrative/Personal Leave: 56 hours of administrative leave and 44 hours of personal leave is granted in July of each fiscal year. Leave must be used during the fiscal year.
- ◆ Uniform Allowance: \$1200 annually plus a \$400 initial uniform contribution.
- ◆ Sick leave: Accrued at the rate of 8 hours each month.
- ◆ Additional Benefits: Term life insurance policy equal to annual salary, long-term disability plans and employee assistance plan are provided at city expense.



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:

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

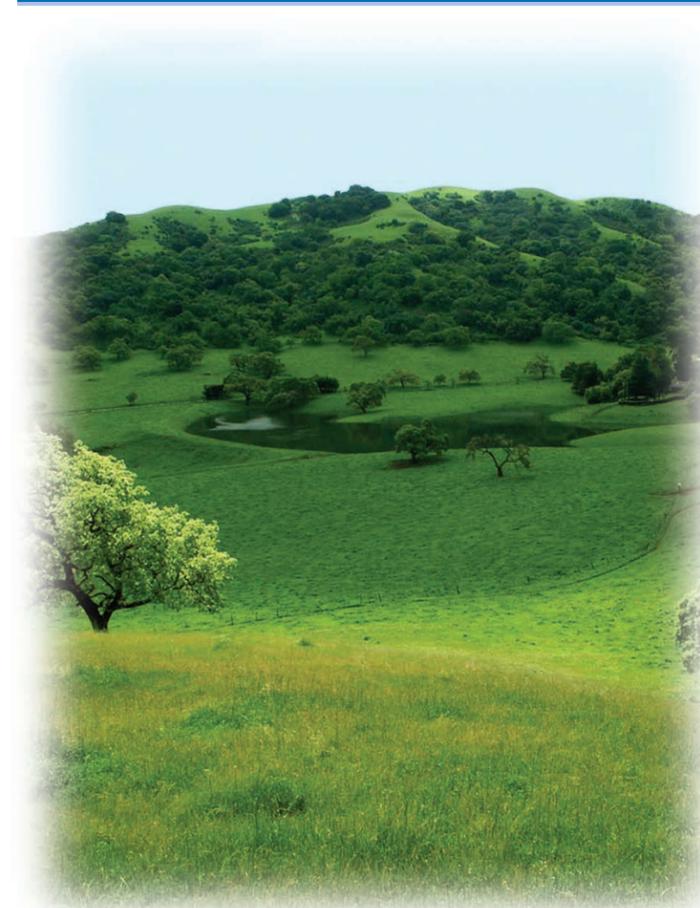


The final filing date for this position is March 15, 2017.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of Gilroy



*invites your interest
for the position of*

Police Chief

The City of Gilroy

The City of Gilroy is ideally situated in south Santa Clara County, 28 miles south of San Jose and 15 miles east of the Pacific Coastline. Gilroy has emerged as a thriving city of 55,000 residents, with a healthy economic base consisting of food processing, wine production and retail shopping outlets. Gilroy's economy is diversified into non-agricultural commercial and industrial activities such as light manufacturing, wholesale operations, automobile sales, and large retail centers. The world famous Silicon Valley, one of the world's most enterprising and technologically advanced metropolitan areas, is located within a 1/2-hour drive north of the City.



Gilroy is best known as the "Garlic Capital of the World," and home of the annual Garlic Festival in July. But the City is also known for its peaceful residential environment, its award-winning parks, golf course and recreation programs, and for its "urban forest." The Gilroy community has a remarkable spirit of volunteerism, which has contributed to the City being world renowned for its most famous product, garlic. The enormously successful Gilroy Garlic Festival is annually held at the end of July and utilizes 4,000 local volunteers and attracts approximately 100,000 visitors.

A variety of outstanding community facilities and resources have placed Gilroy high in recent surveys, which have attempted to measure the quality of life in Bay Area cities. The regional St. Louise Medical Center provides excellent care. The Gilroy library provides 50,000 square feet of state-of-the-art library services. Gavilan Community College is known for the beauty of its campus, set in the foothills that surround the City. Downtown, new vitality and a healthy respect for history make for a lively and interesting town center. Mature neighborhoods blend with newer homes to create an ambient atmosphere for residential areas, served by nearby schools, parks and churches, and just the right combination of rural and suburban amenities. Nestled between the Diablo and Santa Cruz mountains in the Santa Clara Valley, Gilroy residents enjoy mild temperatures, while missing most of the coastal fog. A state climatology report says up to 70 percent of Gilroy's days are sunny. Gilroy's central location, healthy economy, bucolic charm and a positive quality of life make it an excellent place to live, play and work.

City Government

The City of Gilroy is a full-service charter city operating under a Council/Administrator form of government. The Gilroy City Council is made up of seven members with four-year terms, including a separately elected mayor, who can serve any number of terms. The Mayor and Council appoint the City Administrator and the City Clerk.



The City operates on a biennial budget with a projected FY 2017 General Fund of over \$48 million and all funds budget of \$116.5 million. An approved FTE staff of 261 employees supports city operations. Gilroy takes great pride in meeting or exceeding its General Fund reserve target of 25% of the annual General Fund.

The Police Department and the Position

The Police Chief is appointed by the City Administrator and leads a dedicated and responsive Police Department with an approved staffing level of 100, including 65 sworn officers.

Command staff consists of the Police Chief and four Captains that oversee Field Operations, Special Operations, Administrative Services and Professional Standards. The Department operates on an annual Strategic Plan that identifies goals & objectives and tracks performance measures. The plan is available for review at: <http://www.ci.gilroy.ca.us/151/Police-Department>.

A key priority of this role continues to be citywide gang diversion and abatement programs. During the past years, Gilroy has successfully addressed gang concerns with a direct, aggressive and multifaceted approach. Through ongoing partnerships with the South County Task Force, the school district, and CBO's, the Chief will look to expand and enhance diversion programs. Funding through grants and other resourceful approaches to reach and engage at risk youth and other young community members remains an essential aspect of this role.

Another community concern relates to a variety of traffic issues. The Chief will work with other city departments in identifying creative and resourceful ways to address and moderate these concerns. This position also provides a unique opportunity to serve as the City's focal point on homelessness. The Department established a Homeless Outreach Task Force and the effort has expanded to a regional effort working with partner agencies to address quality of life impacts on the community. This focus will continue as the Chief oversees the City Council's 15-point plan on homelessness.

Ideal Candidate Profile

As a key member of the City's executive staff, the Police Chief will to work closely with the City Administrator, elected officials, peer department heads and all facets of the community. Denise Turner, the recently retired Chief established an excellent partnership with the school district, businesses and community-based organizations. The desire is to expand departmental engagement and to become even more accessible to all segments of the community. In doing so, it's anticipated greater outreach at the grass roots level would enhance police/community relationships.



The Chief will be a strong, supportive leader, excellent administrator and an experienced and knowledgeable police officer with a proven track record of implementing successful policing initiatives. Within an existing culture of excellent policing, the Chief will model an active, engaged, innovative management style and seek out ways to expand programs, initiatives and a culture of engagement throughout the department. Maintaining supportive and positive work relationships with labor, command and management staff and the department is expected. Equally important will be the partnership with fellow department heads. Also, the Chief must possess a high degree of integrity and ethics.

The Chief is expected to be a catalyst for innovation and new methods to deliver exceptional service within resource constraints faced by the Department. A fresh look at providing key services is being evaluated, but the ongoing need is to find alternative ways to deliver critical services. Technology is an opportunity area as greater levels of outreach and information sharing can be utilized through social media and other technology tools.

Requirements for this position include five or more years of command staff experience and a Bachelor's degree from an accredited college or university. A Master's degree, graduation from POST Command College and POST Executive Certification are highly desired for this position. With the community demographics of Gilroy, bi-lingual Spanish speaking skills and/or a bi-cultural background or experience base would be ideal attributes for the new Chief.