

Compensation and Benefits

The annual salary for this position is up to \$157,372 dependent upon qualifications. The City also offers a comprehensive benefits package, which includes:

- ◆ Vacation: Initially 12 paid vacation days annually.
- ◆ Holidays: 12 holidays per year.
- ◆ Sick Leave : 12 days per year.
- ◆ Administrative Leave: 80 hours per year.
- ◆ Retirement: Participation in the Public Employees Retirement System. Classic member CalPERS 3% at 55 or 2.7% at 57 for new members.
- ◆ Health Care: The City offers a generous cafeteria plan provided for medical and prescription, dental/orthodontic, vision, chiropractic, long-term disability. City contributes majority of employee and dependent costs.
- ◆ Life Insurance: The City provides term life insurance coverage in the maximum amount of \$50,000.
- ◆ Deferred Compensation: A 457 deferred compensation program through ICMA is available at the employee's option.
- ◆ Additional Benefits: Monthly vehicle allowance, Employees' Credit Union Membership, Employee Assistance Program, Wellness Program, Flexible Spending Account, Vacation Loan Program.



The Process

If you are interested in pursuing this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date for this recruitment is April 16, 2018.

If you have any questions or wish to further explore this opportunity, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez 408.888.4099 or at williaml@averyassoc.net.



The City of Merced



*invites your interest
for the position of*

Police Chief

The Community

Merced is a dynamic community of about 84,464 people, with friendly small town living in a mid-size city. The University of California Merced campus, opened in 2005, provides new educational and economic opportunity, adding to the already-established growth of the region. Merced's population is youthful and diverse.



Located in the heart of California's agricultural Central Valley, Merced is the region's hub for education, culture, and business. The community offers abundant shopping, pleasant neighborhoods and tree-lined streets. Bicycle paths along creeks link major City parks. Even with recent increases in prices, Merced's housing remains affordable compared to many other California locations. Merced's revitalized downtown is emerging as the entertainment center of the area. Annual events and festivals bring regional and even national recognition.

Merced's Valley location southeast of San Francisco provides easy access to the central California coast, Sierra Nevada mountains and national parks, and major cities. Merced has historically been the "Gateway to Yosemite", and residents also enjoy short drives to skiing, beaches, fishing, and other outdoor attractions.

City Government

Merced was incorporated in 1889 and operates as a Charter City under the Council-Manager form of government. Based on a 2014 election, the City has a six-member City Council serving by district with four year terms and an elected at-large Mayor.

The City has a 2017-2018 all funds budget of over \$218 million, including a general fund of over \$41 million. The City Departments include: Airport, Building and Inspection Services, City Attorney, City Budget, City Clerk, City Manager, Code Enforcement, Development Services, Economic Development, Engineering, Finance, Fire, Geographic Information Studies, Housing, Information Technology, Insurance, Media, Parks & Community Services, Personnel, Planning, Police and Public Works.



The Position and the Ideal Candidate

The Merced Police Department is composed of sworn and civilian employees that deliver a full range of law enforcement services to the community. The department is deployed into three divisions: Administration, Investigations and Operations with 108 personnel. These divisions provide equal service

to the three police areas, which are defined by geographical landmarks. Each area, North, Central and South, has distinct characteristics, which differentiate the way the City polices that particular area. In addition to the officers assigned to each area, the department maintains a Gang Violence Suppression Unit and a Disruptive Area Response Unit, which act as resources to address acute or chronic problems specific to each area. The individual areas share many common traits and characteristics, which bind them with the other areas and standardize overall operations.



As a key member of the City's executive staff, the Police Chief will work closely with the City Manager, elected officials, peer department heads and all facets of the community. In addition, the Chief will need to build a collaborative relationship with UC Merced and their police department. 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 ideal candidate needs to be energetic and committed to the City and its team culture.

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. They must also 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 develop 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 Merced a bi-cultural background or experience base would be ideal attributes for the new Chief.