

Compensation and Benefits

The annual salary range (under review) for this position is between \$164,799 and \$196,011 depending on qualifications. The City also offers a comprehensive benefits package, which includes:

- ◆ Retirement: The City contracts with the California Public Employees' Retirement System (CalPERS), for the provisions of its retirement benefits, as set forth in the California Public Employees' Pension Reform Act of 2013. Participants enrolled in CalPERS prior to 1/1/2013 are eligible for 3% @ 50 (CLASSIC Safety Member) benefit formula. Participants enrolled in CalPERS after 1/1/2013 are eligible for 2.7% @ 57 (PEPRA Safety Member) benefit formula.
- ◆ Life Insurance: The City provides group term life insurance, in the amount of one times the annual salary plus an additional \$25,000, and voluntary life insurance.
- ◆ Health Benefits: The City currently provides a Cafeteria Benefit Plan with an allotment for employees of \$1,664 per month (2018) that can be used to help cover the cost of medical, dental, vision, supplemental life insurance, and ancillary benefits. Any remaining balance from the Cafeteria Benefit Plan can be designated to a health reimbursement account (HRA) for reimbursement of eligible health care expenses and/or deposited into a dependent care flexible spending account (FSA) for eligible dependent care expenses.
- ◆ Leave Benefits: The City provides 184 to 224 hours of annual leave, depending on number of years of service. The City also provides 11 paid holidays and 1 floating holiday per year.
- ◆ Administrative Leave: The City provides executive employees with 80 hours of administrative leave per fiscal year.
- ◆ Social Security: The Director of Police Services does not participate in Social Security.
- ◆ Deferred Compensation: 457, Roth 457, and Roth IRA plans are available with employee participation only
- ◆ Tuition Reimbursement: The City provides up to \$1,000 per fiscal year for reimbursement of expenses directly related to the cost of tuition, school fees, books, and required materials for approved courses.
- ◆ Automobile: The Director of Police Services is provided the use of a City Vehicle.



The Process

To be considered for this 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 called until after an interview takes place).

Bill Avery or Bill Lopez
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The final filing date for this position is July 31, 2018.

If you have any questions, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of Coronado

*invites your interest for the
position of*



Police Chief (Director of Police Services)

The City

The City of Coronado is a small beach community, with an island feel. Incorporated in 1890, Coronado has a rich history and exceptional community assets in a village atmosphere. Surrounded by the San Diego Bay and the Pacific Ocean, Coronado offers a unique lifestyle enjoyed by residents, and has also welcomed visitors from around the world for nearly 120 years.

Coronado is the perfect place to swim, sail, surf, bike, run, walk, rollerblade, play tennis, golf, or take in a play. Coronado beaches are consistently considered some of Southern California's best, and there are miles of bike paths along the coastline that provide a great way to exercise and enjoy the spectacular scenery. Or, enjoy a round of golf in the shadow of the San Diego-Coronado Bridge at the Coronado Municipal Golf Course.

The City Council encourages residents and visitors to "shop local" and take advantage of the many unique shops, restaurants, and hotels throughout the city.

The thriving cultural and arts scene is also an important part of our community. The Coronado Playhouse is home to our local community theater group, while the Lamb's Players Theater boasts a well-regarded professional theater group, and the Coronado Historical Association houses the Coronado Museum of History and Art. In addition, the Coronado School of the Arts at Coronado High School offers a wide variety of shows throughout the year including plays, dance recitals, classical music shows, and more. There are also several very popular annual community events.

City Government and the Police Department

The City of Coronado is governed by a four-member City Council and a directly-elected Mayor. The Mayor and Councilmembers serve four-year terms and the Council designates one of its members as Mayor Pro Tempore.

The City is in the midst of a strong period of growth that has seen revenues expand due to strong property tax revenue. The City has an all funds budget of \$87.5 million and a balanced General Fund budget of \$56 million and a total of 243.25 full-time positions.



The Position and Ideal Candidate

The City of Coronado is looking for a seasoned and dynamic leader to serve as its Police Chief. The Department of Police Services has 67 positions, 46 of which are sworn and a department budget of approximately \$12.2M. The Department is a service-oriented agency that prides itself on integrity, professionalism, respect and teamwork.

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 highly educated and engaged community. The Chief will be a dedicated public servant with a belief in the mission of providing highest quality law enforcement service to the community. In addition, the Chief will need to build a collaborative relationship with the Naval Base 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 have an energetic personality and be committed to the City and its team culture.

The Chief will be a strong leader, with excellent administrative skills. The ideal candidate will be an experienced Police Officer with a strong command presence and a proven track record of implementing successful policing initiatives. The individual will also take a "hands-on" approach to dealing with big issues as they arise. 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 within the department is expected. The Chief will empower, mentor and develop staff and be visible and available to all members of the department. They must also be the partnership with fellow department heads. Also, the Chief must possess the highest 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 10 years of increasingly responsible law enforcement experience including four years of senior management and administrative responsibility. A Bachelor's degree from an accredited college or university and a POST Management certificate are also required. A Master's degree, graduation from POST Command College and POST Executive Certification are highly desired.

