

**CHIEF OF POLICE**  
City of Folsom, CA

Recruitment Services Provided By



An aerial photograph of Folsom, California, taken at dusk. The sky is a mix of orange, pink, and blue. A main road runs vertically through the center of the image, with traffic lights and cars. To the left of the road, there are several large, modern buildings with flat roofs, likely city offices or schools. To the right, there are more residential-style buildings and a large green lawn. The overall scene is a mix of urban and suburban development.

## The Opportunity

The City of Folsom, CA invites a dynamic and forward-thinking law enforcement professional to serve as its next Chief of Police – a rare opportunity to lead a high-performing department in a city known for its strong community partnerships and exceptional quality of life. The ideal candidate will be a collaborative leader with a deep commitment to mentoring personnel, enhancing organizational culture, and fostering leadership at every level. In this role, the successful candidate will not only guide internal development and strategic initiatives but also serve as a trusted public safety partner by engaging with residents, businesses, and civic leaders to ensure Folsom remains one of California's safest and most vibrant communities.

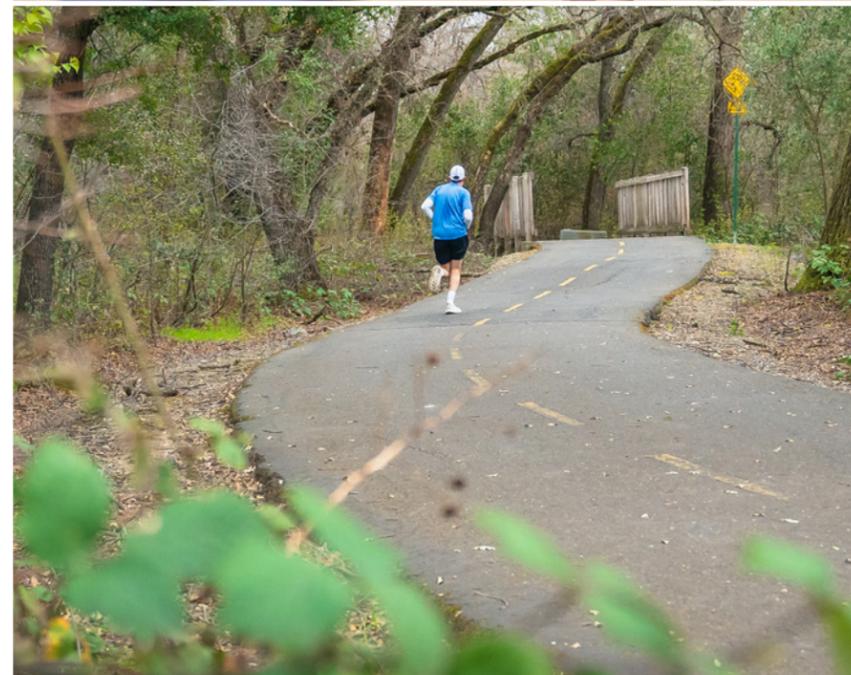
# About Folsom

Folsom is a dynamic and vibrant city of approximately 92,000 residents, nestled in the foothills of the Sierra Nevada just 20 miles east of Sacramento. Known for its affluent, family-oriented neighborhoods, Folsom offers a suburban feel with tree-lined streets, top-performing schools, and a strong sense of civic pride.

The city seamlessly blends historic charm – with its well-preserved Gold Rush-era downtown, Victorian storefronts, and museums like the Murer House – with modern amenities such as upscale dining, boutique shops, an amphitheater, and public art installations. It is also a hub for outdoor recreation, boasting 48 parks, over 50 miles of paved trails including the iconic Johnny Cash Trail, and easy access to Lake Natoma, Folsom Lake, and the American River for biking, hiking, boating, and fishing.

Education is a cornerstone in Folsom. The Folsom Cordova Unified School District is one of the region's strongest, complemented by Folsom Lake College and the Harris Center for the Arts. With a median household income well above the national average, high homeownership rates, and a low crime environment, Folsom is consistently ranked among California's best places to live.

The city's ideal location provides easy access to many major metropolitan areas, such as Sacramento – California's State Capital, San Francisco, Lake Tahoe, and the California Coast. The city has been named the best place to raise a family in California, has been ranked as one of the safest cities in the U.S., is listed as one of the most livable small cities in California, is noted as one of the best places in California to find a job, and has two schools that were selected as best high schools in the country. In short, Folsom offers a harmonious blend of historic richness and contemporary living, making it a compelling city for families, professionals, and anyone seeking quality, safety, and community engagement.



# City Government

Folsom residents elect five City Council members representing five distinct districts who serve four-year terms. Each year, council members select a Mayor and Vice Mayor from their ranks. Under the direction of the City Council, the City Manager oversees day-to-day operations of the City and directs a staff of about 500 permanent employees. Folsom residents play an active role as the City handles routine business and shapes itself for the future. Committed citizens keep the City on track, providing thoughtful guidance to assure that Folsom retains the values which have lent it generations of appeal. The City has a 2025/26 General Fund budget of approximately \$121.8 million.





#### THE MISSION OF THE FOLSOM POLICE DEPARTMENT IS TO:

- Serve with Purpose
- Relentlessly Pursue Criminal Behavior
- Proactively Foster Positive Relationships

#### THE CORE VALUES OF THE POLICE DEPARTMENT ARE:

- Courage
- Integrity
- Esprit de Corps
- Professionalism
- Accountability
- Compassion
- Safety
- Justice



# The Police Department

The Folsom Police Department prides itself on building proactive community partnerships and providing a high level of service to the community. The Chief of Police is responsible for executive leadership of the Police Department and is assisted by two commanders: one overseeing the Operations Bureau and the other overseeing the Administration Bureau. The Operations Bureau is made up of Patrol and Neighborhood Services Divisions, while the Administration Bureau is comprised of Investigations and Administration Divisions. Also reporting directly to the Chief are the Professional Standards sergeant and an administrative assistant. The adopted Police Department 25/26 budget is approximately \$26.9 million through which it employs 119.5 staff members.

The Folsom Police Department is a full-service organization and provides the following programming to keep the community safe:

- School Resource Officer Program
- Animal Services
- Homeless Outreach
- Problem Oriented Policing Unit
- Co-Response Crisis Intervention Team
- Mounted Patrol
- K9
- SWAT

**\$ 26.9M**  
Operating Budget

**119.5**  
Employees

# The Position

Reporting to the City Manager, the Chief of Police is responsible for planning, organizing, directing, and reviewing all functions and activities of the Police Department. In addition, the Chief coordinates assigned activities with other City departments, officials, outside agencies, and the public; fosters cooperative working relationships among City departments and with intergovernmental, regulatory agencies, and various public and private groups; and provides highly responsible and complex professional assistance to the City Manager in their areas of expertise. Some of the essential functions of the Chief of Police include, but are not limited to, the following:

- Assuming full management responsibility for all Police Department programs, services, and activities for all administrative and operational functions.
- Developing, planning, and implementing department goals, objectives, policies, and procedures.
- Directing, overseeing, and participating in the development of the department's work plan.
- Supervising and participating in the development and administration of the Police Department budget; directing the forecast of funds needed for staffing, equipment, materials, and supplies; monitoring and approving expenditures; and implementing mid-year adjustments.
- Selecting, training, motivating, and evaluating personnel; providing or coordinating staff training; working with employees to correct deficiencies; and implementing discipline and termination procedures.
- Maintaining and fostering positive community relations.
- Staying current on new and emerging philosophies and innovations in police services and operations including community-oriented policing concepts, and on recent and ongoing developments, current literature, and sources of information related to the operations of the department.





## Challenge & Opportunities

The next Chief of Police for the City of Folsom will have the opportunity to address some meaningful organizational challenges which will increase internal trust and cohesion, transparency, and leave a long-lasting impact on the department and community. They are:

- Organizational development, mentoring, and succession planning will be challenges/opportunities for the next Chief. A strong background and demonstrated track record in these areas is needed and strongly desired.
- The next Chief will need to continue to assess staffing needs and introduce innovative recruitment strategies, along with ensuring effective integration of new members into the organization to meet the needs of the community.
- Folsom is anticipating some fiscal challenges in the next few budget cycles, so the next Chief of Police will need to be an astute fiscal manager in order to balance community and department needs with available resources.
- The next Police Chief in Folsom will have the opportunity to join a high performing City executive team and will enjoy a great deal of support as a new member. The Chief will have a chance to collaborate with peer directors on a number of ongoing multi-disciplinary projects which will allow solid working relationships to be forged. A strong collaborator is desired to complement the existing team.

# Ideal Candidate

The ideal candidate for the Police Chief in the City of Folsom will possess certain traits and experiences that will likely lead to success:

- First and foremost, the successful candidate will be a strong leader who is comfortable making sometimes difficult decisions, along with the ability to explain and execute those decisions internally.
- A creative approach to problem solving and an adaptable style is needed.
- The next Chief will bring a commitment to mentoring and staff development through training to all members of the organization.
- A demonstrated record of success in relationship building, both inside and outside the police organization, is expected of the next Chief, as is a high level of emotional intelligence.
- A strong and honest communicator who leads from the front is imperative.
- The next Chief will bring vision and an insatiable desire to continually improve the organization.
- Demonstrated expertise and innovative approaches to recruitment strategies will greatly benefit the Chief and the Folsom Police Department, particularly given the growth in Folsom, which requires adaptability in recruitment and staffing.
- The ideal candidate will prioritize a people-centric approach and be dedicated to creating a values-driven organization that remains committed to community safety and crime prevention.
- Experience and comfort in working closely with a variety of internal and external stakeholders, including elected officials and organized labor groups, while maintaining accountability to City leadership is essential.





## Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

**Education:** A Bachelor's degree in Administration of Justice, Criminology, Criminal Justice, Police Science, Public or Business Administration, or a closely related field from an accredited college or university. A Master's degree is highly desirable.

**Experience:** Eight (8) years of broad and progressively responsible experience in local police work at the supervisory level including five (5) years in an administrative capacity, finance, or workforce development. Graduation with a Master's degree may substitute for two years of experience.

### **Training, Certification, License Requirements:**

- POST Management Certificate, or ability to obtain this certificate within one year of appointment for out of state candidates. A POST Executive Certificate is highly desirable.
- Completion of the FBI National Academy, the Senior Management Institute for Police, the Northwestern School of Police Staff and Command, the Executive Leadership Institute at Drucker, or a closely comparable nationally recognized advanced leadership training class.
- The ability to obtain a California Class C driver's license.



## Salary & Benefits

The salary range for the Chief of Police is **\$190,000 to \$289,087**, with placement in the range dependent on qualifications. In addition, the City of Folsom offers an excellent executive benefit package as outlined below:

**Retirement:** CalPERS safety retirement of 3% @50 or 2% @ 50 depending on hire date status for Classic members and 2.7% @ 57 for PEPRA members.

**Social Security and Medicare:** The employer and employee both contribute 6.2% to Social Security and 1.45% to Medicare.

**Medical Insurance:** The City contributes a set amount of \$754 for a single employee, \$1,506 for an employee + 1, and \$1,955 for an employee + family towards the monthly premium for medical insurance with 6 plans to choose from.

**Dental and Vision Insurance:** The City contributes 80% of the monthly premiums for both dental and vision coverage.

**Health Savings Account:** The City contributes an amount per pay period into an HSA for those selecting a high-deductible health plan with Sutter Health or Western Health Advantage, depending on the plan type.

**Flexible Spending Account:** Healthcare, limited purpose, and dependent care FSA plans are offered.

**Annual Leave:** Annual Leave is provided for use as vacation or sick time leave at a rate of 24 hours per month with an accrual cap of 320 hours. The employee can cash out up to 40 hours of annual leave per fiscal year.

**Holidays:** 12 paid holidays and 8 hours of floating holiday time are provided per year.

**Management Leave:** 80 hours per fiscal year, which is pro-rated during the first 12 months of service.

**Life Insurance:** A City paid group policy with \$70,000 basic life and AD&D is provided for the employee, along with \$2,000 for each eligible dependent.

**Deferred Compensation:** The City will contribute 6.5% of the employee's gross salary, with no employee contribution required to participate.

**Vehicle:** A City vehicle is provided.

**Allowances:**

- Tech: \$100 per month
- Uniform: \$850 per year

# Application & Selection Process

Interested candidates should submit a comprehensive résumé and compelling cover letter no later than **Friday, August 29, 2025**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

This recruitment will be handled with strict confidentiality until such a time as finalists have been identified. References will not be contacted until mutual interest has been established.

**CONFIDENTIAL INQUIRIES ARE WELCOMED TO:**

Chief Bryan Noblett (ret.) | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 217-3696

**IMPORTANT DATES:**

Deadline to apply and be considered:	Friday, August 29, 2025
Candidates selected for interviews:	Week of September 8, 2025
In-person interviews:	Week of September 29, 2025
Estimated start date for new Chief:	Late November 2025

*The City of Folsom is an Equal Opportunity Employer.*

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[www.mosaicpublic.com](http://www.mosaicpublic.com)

