



POLICE CHIEF

CITY OF BEAUMONT

COMMITMENT TO COMMUNITY





THE COMMUNITY

A City Elevated

Nestled in the scenic foothills of the San Bernardino National Forest, Beaumont is a thriving city that blends small-town charm with modern growth. Originally settled in the mid-1800s as a stop along the Southern Pacific Railroad, people drawn to the beautiful mountain views, crisp air, and abundance of cherry and apple orchards remained in the area, and the state incorporated the City of Beaumont on November 18, 1912.

With a population of over 55,000 and growing, Beaumont is one of Southern California's fastest-expanding communities. It offers safe neighborhoods, top-rated schools, and a strong sense of community.

Strategically located where State Route 60, Interstate 10, and State Route 79 merge, just 30 minutes from Palm Springs and an hour from Los Angeles, Beaumont offers the perfect balance of suburban comfort and urban accessibility. Residents enjoy a high quality of life with abundant parks, hiking trails, and year-round events that unite the community. Local officials, supported by engaged community members, have worked tirelessly to prepare for a sustainable future and a vibrant community. With its commitment to community-oriented public safety, an excellent school system, and 18 scenic parks and recreation areas, Beaumont is a great place to live, work and explore.

CITY GOVERNMENT

The Beaumont City Council consists of five members, each with equal voting power on all items presented to the Council. Councilmembers are elected by the community to at-large positions for four-year terms, with elections held in November of even-numbered years. Each year, the City Council selects one of its members to serve as Mayor and another as Mayor Pro-Tem.

The City Council appoints the City Manager and City Attorney and members of all advisory boards, commissions, and committees. It also serves as the Board of Directors for the Beaumont Financing Authority, Beaumont Utility Authority, Beaumont Parking Authority, and Beaumont Successor Agency.

The City Council provides legislative and policy direction to the City Manager, who implements their decisions to direct the activities of the City. The City Council sets policies and priorities that drive Beaumont's growth, vitality, and economic success. They listen to community concerns, allocate resources, and make strategic decisions—all transparently, in public meetings—so residents stay informed and engaged in their city's future. The City Council developed five Strategic Plan target areas to ensure the City's resources are strategically deployed to meet community priorities. These target areas include:



Communications/Relationships

Strengthening connections with residents, businesses, and partners through transparent, consistent, and effective communication.



Infrastructure/Projects/Traffic

Investing in and maintaining essential infrastructure, managing growth, and improving traffic flow and safety. Top projects include the Pennsylvania Grade Separation, new Police Station, and the Oak Valley Parkway - East Improvements.



Economic Development/ Downtown

Attracting new businesses, supporting local entrepreneurs, and breathing new life into the downtown.



Finances/Resources

Ensuring responsible budgeting, long-term financial planning, and leveraging resources for sustainable growth.



Quality of Life/Well-Being

Enhancing programs, services, and spaces that promote health, safety, inclusion, and a vibrant lifestyle for all residents. Top projects include a new community center, implementation of the Parks Master Plan, and the 2nd Phase of the Stewart Park Revitalization.

BEAUMONT POLICE DEPARTMENT

The Beaumont Police Department is dedicated to delivering top-quality law enforcement, animal control, and emergency management services efficiently and effectively. Committed to proactive community partnerships, the department upholds the law while continuously training and striving for excellence. Public Safety Officers serve with integrity, respect, accountability, and teamwork, ensuring fair and impartial enforcement. Guided by its motto, "**Commitment to Community**," the department remains steadfast in providing exceptional service and fostering trust with those it serves.

The Beaumont Police Department is organized across three divisions:

- **Administration** – including budget, strategic planning, internal affairs, police management, and emergency planning;
- **Operations** – including Patrol, Community Policing, K9, and the department's robust volunteer programs (Youth Explorers, Civilian Volunteer Patrol, and Police Chaplains); and
- **Support Services** – including Investigations, Special Assignments, School Resource Officers, Traffic Enforcement, Emergency Communications/Dispatch, Records, Property and Evidence, and Animal Control.

The Department is supported by 88.5 full-time positions, comprising 60 sworn and 28.5 professional personnel, and an annual budget of \$21 million for the fiscal year 2024-25.

The new Chief will have the opportunity to be involved in the design and construction of a new 50,000 square foot Public Safety facility. The City has acquired a 30-acre site for the new facility and is currently in the space planning phase.

VALUES

We value all members of our organization and our community. We are committed to providing exceptional public service through our TRAITS:

Tradition | Respect | Accountability | Integrity | Teamwork



THE IDEAL CANDIDATE

The City of Beaumont seeks a highly ethical, experienced, and forward-thinking law enforcement professional to serve as its next Chief of Police. The ideal candidate strongly advocates for community policing with a proven track record of building trust, fostering partnerships, and embracing innovative solutions to address local challenges. This individual will understand the importance of the Police Department working with the City's executive team to deliver exceptional service to the community. A commitment to transparency, engagement, and proactive problem-solving will be key to success in this role.

The ideal candidate will be an inspiring leader who values both sworn and professional staff and recognizes their unique contributions and needs. They excel at managing a team with diverse backgrounds and experience levels, fostering a culture of respect, collaboration, and growth. As an engaging and empowering leader, they will maintain a strong presence within the department and the community, building trust through open communication, proactive support, and consistent interaction.

This respected leader will be known for fostering a culture of trust, accountability, and support within their organization. With unwavering integrity, they set high standards and consistently uphold them, ensuring their team reflects these

values. Experience in managing and resolving complex personnel issues will be essential. Dedicated to continuous learning and professional development, the candidate selected will convey self-awareness and humility, inspiring those around them to grow and excel. Through their leadership, they will cultivate an environment where excellence, ethical conduct, and personal growth thrive. The ideal Chief will also:

- Be a visible, approachable leader who actively engages with the community;
- Foster trust by being present and accessible;
- Build genuine relationships and listen with an open mind;
- Have a history of maximizing talent and developing future leaders at all ranks;
- Possess a track record of developing and maintaining effective working relationships with labor groups;
- Ensure public safety is a shared effort, creating a stronger, more connected, and safer community;
- Demonstrate outstanding communication skills, ensuring the City Manager and internal and external stakeholders receive timely, clear, and relevant information;
- Be a collaborative leader who understands the power of strong regional partnerships; and

- Actively engage with neighboring law enforcement agencies, state and federal partners, and community organizations to share resources, intelligence, and best practices.

The position requires a bachelor's degree from an accredited college or university with major coursework in criminology, criminal justice, police science, business or public administration, or a related field and fifteen (15) years of increasingly responsible law enforcement experience in all major phases of police work including five years of management and administrative responsibility. A P.O.S.T. Executive Certificate is required within two years of employment. A master's degree in a related field is highly desirable.



COMPENSATION & BENEFITS

The salary range for this position is \$198,327.96 - \$253,863.96. Appointment within the range will be DOQE. In addition to salary, Beaumont offers a competitive benefits package that includes but is not limited to:

Retirement:

- Classic CalPERS members will be enrolled in the 3% @ 50 plan, with an employee contribution of 9% (pre-tax).
- New CalPERS members will be enrolled in the 2.7% @ 57 plan, with an employee contribution equal to fifty percent (50%) of normal costs or the rate as it may be changed from time to time by CalPERS (pre-tax).
- The City does not participate in Social Security, though participation in Medicare is mandatory (1.45% employee contribution).

Deferred Compensation: Employees may voluntarily defer earnings, on a pre-tax basis, into a 457(b) deferred compensation plan.

Cafeteria Plan: City provides \$1,675.00 per month for the cafeteria benefit plan. This contribution shall be used to provide health insurance for the employee, and any balance may be used for insurance for the employee's spouse and/or dependents.

Holidays: 14 paid eight-hour holidays per year.

Administrative Leave: Up to 40 hours each year.

Vacation Leave: Accrue 2 – 5 weeks of vacation leave per year based on years of service. Prior years of service will be considered in determining accrual rate.

Sick Leave: Accrues at the rate of 3.69 hours per bi-weekly pay period with a cap of 1,000 hours.

Uniform Allowance: City provides a uniform, plus a monthly allowance of \$100 for care, maintenance, and replacement.

Vehicle Allowance: City vehicle provided.

Life Insurance: City paid premium; death benefit of \$50,000.

Educational Incentive Pay: 2.5% of base salary for P.O.S.T. Management Certificate.

Short and Long-term Disability Insurance: Program for non-industrial illnesses or injuries maintained by the City.

Other benefits: Wellness program; 9/80 or 4/10 work schedule; cell phone stipend or city-issued cell phone; Dependent Care and Medical Care reimbursement accounts; Supplemental Life Insurance is available on a voluntary employee-paid basis.

Application & Selection Process

The closing date for this recruitment is midnight, **Sunday, May 18, 2025**. To apply for this opportunity, upload your cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com

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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. A small group of candidates will be invited to participate in additional interviews in Beaumont shortly thereafter. A timely selection is then anticipated in advance of a California POST-compliant background check and reference checks being conducted. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate impacted.

