

Chief of Police & Director of Public Safety

Job No: 532522

Work Type: Management (MPP)

Location: Fresno

Categories: MPP, At-Will, Full Time, Safety

Chief of Police & Director of Public Safety (Administrator III)

Compensation and Benefits

Anticipated Hiring Salary is \$150,000 - \$180,000 and is competitive and negotiable depending on the strength of qualifications. This is a CSU Management Personnel Plan (MPP) position.

The CSU system provides a comprehensive benefit package that includes medical, dental and vision plans, membership in the California Public Employees Retirement System (CalPERS), sick and vacation time, and 15 paid holidays a year. Eligible employees are also able to participate in the fee waiver education program. A summary of benefit information can be

found <http://fresnostate.edu/adminserv/hr/benefits/documents/2020%20Benefits%20Summary%20represented%20and%20non-represented.pdf>.

Job Summary

The Chief of Police and Director of Public Safety is responsible for planning, organizing, and directing the operations of Fresno State's Public Safety Department (Police and Traffic and Parking Operations), which includes a comprehensive law enforcement program focused on a climate of safety and security for the campus community, emergency preparedness, crime prevention, investigations, and traffic control. The Chief is administratively responsible for law enforcement, crime prevention, related investigations, facility security, emergency preparedness, fire safety, parking and traffic control, alternative transportation programs, and confidential law enforcement information management and serves as a liaison with external public safety agencies and public assistance services. This position supervises 57 full-time employees and 40 student assistants in the following classifications: MPP (sworn and non-sworn positions), sergeant, corporal, police officer, information technology consultant, dispatcher, parking officers, community service specialists and other administrative support personnel.

Key Qualifications

- Demonstrated ability to establish strong esprit de corps among police officers.

- Demonstrated understanding and ability to enact emergency preparedness and disaster control procedures.
- Demonstrated ability to manage police operations.
- Demonstrated ability to provide strong leadership.
- Demonstrated skills in budget management, and supervision of staff and staff development.
- Knowledge of policies, laws and related case law that impact the law enforcement profession; regulations and standards that govern the operation of a law enforcement agency.
- Knowledge of Federal and California State laws regarding campus law enforcement (such as FERPA, Clery, Title IX, Violence Against Women's Act (VAWA), AB540 students, and access to university records such as Patriots Act).
- Knowledge of the California Peace Officers Bill of Rights.
- Thorough knowledge of public safety concepts and law enforcement and security methods.
- Strong interpersonal skills and the ability to motivate others.
- Excellent communication skills, including the ability to clearly articulate ideas, both orally and in writing.
- Proven ability to manage multiple complex projects and assignments in a consultative, efficient and effective manner.
- Excellent customer service and public relations skills.
- Ability to:
 - Maintain dignity and self-control in stressful situations.
 - Listen accurately.
 - Demonstrate an open, participatory, flexible, team-oriented management style.
 - Be objective about personal strengths and limitations.
 - Establish and maintain cooperative working relationships within a diverse multicultural environment.
 - Establish rapport with people from diverse backgrounds.
 - Define problems, collect data, establish facts, and draw valid conclusions.
 - Interpret technical procedures or regulations; write reports, business correspondence and procedure manuals.
 - Effectively present information and respond to questions from groups of managers, customers and the general public.
 - Communicate effectively with other law enforcement agencies and work collaboratively on joint projects.
- Familiarity with collective bargaining and administering corrective action as appropriate in a collective bargaining environment.

To view the full list of qualifications and job responsibilities, please click the **Position Description** button above.

Education and Experience

- Bachelor's degree from an accredited four-year college or university with a major in police science, criminology, public administration, or related field.
- Five (5) years of progressively responsible law enforcement management experience as a lieutenant or higher.
- Candidates must:
 - Satisfy all California Commission on Peace Officer Standards and Training (POST) and California State University physical and training standards.
 - Possess current POST management certification.
- Preferred Skills and Experience:
 - Sworn law enforcement experience in a Public Higher Education setting.
 - Master's Degree in Criminology or related field.
 - Graduation from POST Command College or FBI National Academy.
 - Knowledge of processes required to maintain IACLEA accreditation and correlating standards of practice.
 - Possess a strong training history emphasizing leadership and growth.

Department Summary

Welcome to the Fresno State Police Department. The men and women of this department are committed to providing a safe and secure environment that fosters collaborative partnerships and trusting relationships. We place a strong emphasis on Spirit, Service and Solutions. What that means to us is:

Spirit

The Fresno State Police Department takes pride in being a part of the Bulldog family. Our actions exemplify our school spirit. We will strive to make decisions that embody the spirit of the law, diversity, and excellence.

Service

We are committed to Service; professional service that fosters trust and confidence. Everyone at the Fresno State Police Department works to provide the highest level of service to our campus community in order to create a safe and healthy learning environment.

Solutions

As a part of the university community it is important for all to take part in community oriented policing and problem solving. We are committed to establishing strong community partnerships to identify solutions to campus challenges.

We at the Fresno State Police Department are proud of our profession, our department, our university and are committed to being engaged with our community.

Deadline & Application Instructions

This position will remain open until filled with an initial review date of **November 6, 2023**.

- Applications received after that date will be forwarded at the request of the Hiring Manager and/or search committee.

Please click “Apply Now” to complete the employment application for California State University, Fresno. Interested applicants must complete the application and attach the following: 1) their most recent resume/vitae, 2) a cover letter that addresses their specific qualifications and interest, and 3) contact information for three professional references.

Fresno State

California State University, Fresno is one of 23 campuses in the California State University System. The University's mission is to boldly educate and empower students for success through our values of Discovery, Diversity and Distinction. The current student population is more than 25,000, including a large percentage of students with diverse and culturally rich backgrounds. The University serves the San Joaquin Valley while maintaining deep involvement with the state, nation, and across the globe.

Metropolitan Fresno, with a multi-ethnic population of over 527,000, is located in the heart of the San Joaquin Valley. The campus is within driving distance of Yosemite, Kings Canyon and Sequoia National Parks, San Francisco, Los Angeles, the Monterey Peninsula, beaches, sailing, lakes, and numerous ski resorts. Fresno boasts one of the most reasonable housing markets in California and offers a wide array of locally grown fruits and produce.

Equal Employment Opportunity Information

California State University, Fresno is committed to maintaining and implementing employment policies and procedures in compliance with applicable state and federal equal employment opportunity laws and regulations. Executive Orders 1096 and 1097 prohibit discrimination, harassment, and retaliation on the basis of a protected status: race, color, religion, national origin, ancestry, age, sex (including gender identity), sexual orientation, marital status, pregnancy, mental disability, physical disability, medical condition and covered veteran status. Fresno State's commitment to diversity informs our efforts in recruitment, hiring, and retention. We are proud to be an affirmative action and equal opportunity employer.

COVID19 Vaccination Policy

Per the <https://calstate.policystat.com/policy/11030468/latest/>, it is strongly recommended that all employees who are accessing office and campus facilities follow COVID-19 vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications. Questions may be sent to <mailto:hr@csufresno.edu>.

Supplemental Information

Following a conditional offer of employment, a background check (including a criminal records check) must be completed satisfactorily before any candidate may start work with California State University, Fresno. Failure to satisfactorily complete the background check may result in the withdrawal of the offer of employment. Current employees who are offered positions on campus will be required to undergo a background check for any position where a background check is required by law or that Fresno State has identified as sensitive.

The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

This position may be a "designated position" under the California State University's Conflict of Interest Code. This will require the filing of a Statement of Economic Interest on an annual basis and the completion of training within six (6) months of assuming office and every two (2) years thereafter.

Fresno State is a tobacco-free, smoke-free and vapor-free campus.

Fresno State is not a sponsoring agency for staff or management positions. (e.g. H1-B Visas)

To apply, visit <https://apptrkr.com/4672542>

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