

City of Cypress California



INVITES YOUR INTEREST FOR THE POSITION OF:

POLICE COMMANDER



The City of Cypress



One of Orange County's "Best Kept Secrets," Cypress is an ideal place to live and work. Residents and businesses appreciate a blend of small town charm and big city diversity, low crime, quality education and exceptional recreation opportunities.

Located in northwestern Orange County, on the Los Angeles County border, Cypress is home to a very successful business district, which includes many well-known corporations. The business park serves as a key source of commerce for Orange County, encompassing over 800 acres of master-planned, professional, and high-end industrial development.

Covering almost seven square miles, Cypress has a population of approximately 50,000. Just five miles from some of Southern California's nicest beaches, it is a community of well-planned and maintained neighborhoods with a strong sense of community pride. Residents consistently cite the high quality of life, excellent public facilities and responsive city services as reasons for choosing to live in the City. Maintaining a safe, clean and attractive community is a top City priority.

Cypress takes education seriously and has developed outstanding partnerships with the Cypress School District, Anaheim Union High School District, and Cypress Community College.

City Government

Cypress is a charter city operating under the City Council-Manager form of government. The City provides a full range of municipal services including Police, Building, Planning, Economic Development, Public Works, Engineering, and Recreation. Fire and emergency medical services are provided by the Orange County Fire Authority.

Guided by the City Council's Strategic Plan, Cypress is one of the most financially stable cities in California. Responsible spending, good land planning, and successful economic development have enabled the City to establish significant reserves and contribute General Fund resources toward first class infrastructure.



The Police Department



The Cypress Police Department and its annual budget of approximately \$18.2 million are divided into three divisions: Operations, Investigations, and Administration. Management and supervision are provided by the Chief, three Commanders, 10 Sergeants, and a civilian supervisor. Forty-one of the Department's 55 sworn personnel are assigned to patrol services. The department is supported by 17 full-time civilian employees and numerous part-time employees and volunteers.

A criminal investigations bureau, K-9, narcotics, vice and intelligence, motor officers, personnel and training, Positive Actions Thru Character Education (P.A.C.E.) program, and S.W.A.T provide a wide variety of specialty services to the community. In addition, the Department has established Community Policing as the philosophy for providing public safety services.

Police dispatch services are provided by the West Cities Police Communications Center (West-Comm) which is a consolidated police dispatch center serving the cities of Cypress, Los Alamitos and Seal Beach.

The Ideal Candidate

Cypress is seeking a strong and passionate leader to serve as a Commander. The Commander will report directly to the Chief of Police and oversees one of three divisions on a rotating basis.

Core components for success in this role are:

- ◆ Proactive community engagement
- ◆ Relationship building with internal and external stakeholders
- ◆ Leadership focused on mentoring and team building
- ◆ A model for ethical standards
- ◆ Leading innovation, process improvements and effective solutions to complex challenges
- ◆ Inclusive management style

A Bachelor's degree, preferably in Criminal Justice, Communications, Business, or Public Administration from an accredited college or university and two years of experience as a Police Sergeant or above are required. Candidates must conform to California Commission on Peace Officers Standards and Training guidelines including possession of a P.O.S.T. Supervisory Certificate. A Master's degree, completion of the P.O.S.T. Supervisory Leadership Institute, and a P.O.S.T. Management Certificate are desirable.

Compensation and Benefits

SALARY

The annual salary range for this position is \$139,512-\$167,460

The City of Cypress offers an attractive compensation and benefit package, which includes:

- ◆ **RETIREMENT:** Classic CalPERS Members 3% @50, employees contribute 9% of salary. New CalPERS Members 2.7% @57, employees contribute half of the normal cost (currently 12.75%).
- ◆ **HEALTH INSURANCE:** The City contributes \$1,250 per month towards medical insurance premiums. Cash in-lieu of medical coverage is \$400 per month. Dental insurance is provided for the employee, with dependent coverage available. The City also pays the vision insurance premium for the employee and dependents.
- ◆ **TAKE-HOME VEHICLE:** A City vehicle is provided.
- ◆ **UNIFORM ALLOWANCE:** \$1,000 annually.
- ◆ **RETIREMENT HEALTH SAVINGS PLAN (RHS):** The City contributes \$185 per month.
- ◆ The City also provides short-term and long-term disability benefits, bereavement leave, an employee assistance program, voluntary 457 deferred compensation plans, and flexible spending accounts.
- ◆ **LIFE INSURANCE:** \$50,000 policy.
- ◆ **VACATION:** 80 hours in the first year of employment, with annual increases thereafter until 160 hours are earned after 11 years of service.
- ◆ **SICK LEAVE:** 96 hours annually with unlimited accumulation. The City offers an annual cash payout of unused sick leave, plus a cash payout of eligible unused sick leave upon separation.
- ◆ **HOLIDAYS:** 11 holidays and one floating holiday.
- ◆ **TUITION REIMBURSEMENT:** \$1,200 per fiscal year. Additionally, the City reimburses 50% of eligible costs (not to exceed \$5,000) for enrollment in an accelerated Master's degree program.

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 contacted until after an interview takes place).

Bill Avery or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is: September 27, 2019.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or by email at: bill@averyassoc.net or Bill Lopez at 408.888.4099 or by email at: williaml@averyassoc.net.

