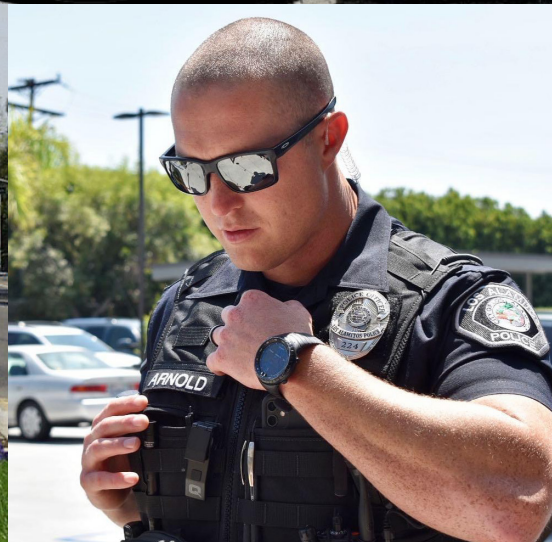


POLICE CHIEF

CITY OF LOS ALAMITOS, CA



The Community

Known as “A Jewel of a City” in Orange County spanning 4.3 square miles, Los Alamitos (pop. 11,602) is bordered by the Cities of Cypress and Seal Beach and provides convenient access to both the I-405 and I-605 freeways. The city represents one of Orange County’s most desirable suburbs and is also home to the California National Guard’s Joint Forces Training Base.

Just five miles from the Pacific Ocean, Los Alamitos has grown from its sugar beet agricultural roots to one of Orange County’s most desirable suburbs with its prized small-town atmosphere, quality amenities, outstanding family and age-friendly activities, safe and attractive neighborhoods, and well-maintained facilities. Contributing to the outstanding quality of life enjoyed in Los Alamitos, the City offers an ambitious array of programs, events, and services for residents of all ages.

Los Alamitos is also home of a highly acclaimed Unified School District that serves the community with its K-12 award winning schools that are consistently recognized by the California and United States Departments of Education. Higher education options are abundant in the region. The second largest university in the California State University (CSU) system, CSU Long Beach is located just four miles from Los Alamitos and several other public and private colleges and universities, including the University of California at Irvine, Chapman University, CSU Fullerton, and the University of Southern California are within reasonable commuting distance.

City Government

Incorporated in 1960, Los Alamitos is governed by a five-member City Council who serve staggered terms of four years and can serve up to three consecutive terms. Elections are held in November of even numbered years. At the first meeting of each December, the City Council selects a member to serve as Mayor and another to serve as Mayor Pro Tempore for the upcoming year. Regular council meetings are held on the third Monday of each month. Los Alamitos operates under a Council-Manager form of government and the City Council appointed City Manager Chet Simmons in January 2020. In addition to the City Manager, the City Council appoints members of the public to various advisory city commissions and committees that provide input and offer recommendations to the governing body. Los Alamitos currently has three active commissions: Traffic, Planning, and Parks, Recreation & Cultural Arts.

Police Chief Eric Nunez is retiring from Los Alamitos Police Department after 30 successful years in law enforcement and more than five years as Chief. Chief Nunez is widely regarded as a leader in California law enforcement and served as the 55th President of the California Police Chiefs Association in 2020-21. During his tenure, Chief Nunez helped the department increase community trust by practicing fair and impartial policing with increased levels of transparency and ensuring accountability.

In November 2020 Los Alamitos voters approved a 1.5 cent sales tax measure that is expected to bring more than \$4 million in additional sales tax revenue to the City each year. The City’s adopted FY 2021-22 budget included restoring at least six positions to the Police Department, providing flexibility and support for enhanced community engagement. The staffing and budget changes will also allow the next Chief and management team to assess different deployment opportunities when the department reaches its full complement.

Los Alamitos has benefitted from fiscal and leadership stability over the years.

The City Council and professional staff enjoy mutually respectful relationships and the community is demonstratively supportive of its police department.

To learn more, visit <https://www.cityoflosalamitos.org>.

The Department

The Los Alamitos Police Department is grounded in the values and principles embodied in the philosophy of community oriented policing and enjoys tremendous support from the community, the City Council, and the City Manager. The department’s activities are supported by a FY2021-22 budget of \$7.376 million and 29 full-time employees (of which 25 are sworn police officers). Part-time employees include three reserve officers and three police service aides. Dispatch services are provided by the West Cities Police Communications Center (West-Comm), a Joint Powers Authority formed by the Cities of Los Alamitos, Cypress and Seal Beach.

The Police Department is organized into the Chief’s Office and two major divisions which are each overseen by a captain. The Operations Division is comprised of patrol and activities that are directly related to field enforcement. Along with the patrol function, the division encompasses the traffic unit, which includes a motor officer that is funded through the department’s participation in a multi-jurisdictional Office of Traffic Safety grant. Training, School Resource Officer, the Reserve Officer Program, and Emergency Services and Disaster Preparation efforts are also part of the Operations Division.

The Support Services Division encompasses the Detective Bureau, Homeless Liaison Officers, Records Bureau, Property



and Evidence, Facilities, budget and grants administration, and the department's Community Outreach Program (COP Team). The COP Team employs multi-dimensional and geographical approaches to crime prevention and quality of life issues. Among the specialties incorporated are various neighborhood, school and youth programs, women's self-defense classes, the Citizens' Academy, as well as the Police Bicycle Patrol Unit.

Members of the department are dedicated to creating police-community partnerships that proactively address crime and other issues relating to the safety of the community. Basic principles of respect, trust, courage, honor, and loyalty are the foundation of the service philosophy in Los Alamitos.

The Ideal Candidate

The City of Los Alamitos is seeking a Police Chief with a demonstrated commitment to community oriented policing. In addition to being a long-term practitioner, the ideal candidate will display a sophisticated understanding of the philosophy and will offer a career that reflects the influences of community policing principles and practices.

To that end, a proven track record of developing relationships that enhance mutual trust and advance community-led problem solving through genuine engagement will be expected. Displaying high emotional intelligence, the professional selected will be an active listener who values diversity of thought and welcomes ideas from all voices of the department and community. The ability to build strong and authentic internal and external connections is essential.

Leadership Strengths

The Police Chief will be an engaging, community centric leader who will actively seek to serve and connect with all stakeholders. The ability to foster an organizational culture that values and continuously enhances its relationships and ties to those it serves will be expected. The ideal candidate will also bring innovative ideas to training needs and retention strategies while respecting the history and traditions of the organization. The individual selected will also offer the following managerial and leadership strengths:

- Supportive and creates a cohesive team environment
- Encourages creative solutions
- Ensures quality work is praised and highlighted
- Exhibits a strong professional presence
- Holds self and others appropriately accountable
- Actions are congruent with words
- Cultivates relationships at all levels of the agency
- Takes a personal interest in mentoring and developing staff
- Communicates effectively and fosters open and transparent dialog
- Dynamic speaker and effective listener
- Dedicated to ongoing training that effectively prepares officers to serve in a complex environment



Professional Characteristics

Like all members of the executive team, the Police Chief is a working department head who is adept at balancing the internal and external demands of his/her role. As part of a small and close-knit executive team, the incoming Chief will interact closely and collaboratively with other city department heads to advance the City's goals. In addition to attributes already described, the ideal candidate will also exhibit the following professional characteristics:

- Highly visible within the community and the organization
- Enjoys engaging with all members of the community in a variety of forums
- Collaborative team player and receptive to new ideas
- Open and approachable
- Outstanding and relatable communicator
- Easily engenders trust and establishes credibility
- Perceptive and proactive
- Well-developed political acumen
- Consciously inclusive; creates environments where everyone is respected
- Resourceful and creative
- Magnet for good talent
- Passion for quality police work and exceptional customer service

Education, Knowledge & Experience

Los Alamitos is desirous of attracting candidates who possess impressive depth in both the operational and administrative aspects of policing. Experience in a small-to-medium size department will be welcomed. The demonstrated ability to meet the internal and external demands of the job is a prerequisite for success in this small community. Proven long-term effectiveness with the implementation of community oriented policing principles and practices will be expected.

Service at the rank of Lieutenant or above, a minimum of five years of management/ supervisory experience in local law enforcement, and a Bachelor's degree is required. A Master's degree and/or advanced law enforcement leadership training will be considered favorably.

Compensation & Benefits

The current salary range goes up to \$189,478. Placement within the full range (\$135,359 - \$189,478) will be dependent on qualifications and experience. The Police Chief's salary is supplemented by an attractive benefits package that includes, but is not limited to:

Retirement – CalPERS 3% @ 50 formula for Classic members. Effective January 1, 2013, new CalPERS members are covered under the 2.7% @ 57 formula.

Deferred Compensation – available and optional.

Health Insurance – maximum monthly allowance of \$1,294 for medical, dental and vision coverage for employee and dependents. City provides up to \$700 per month in lieu of benefit participation when employee is covered by another plan.

Auto Allowance – City-owned vehicle provided.

Vacation Leave – 80-176 hours per year depending on years of service. Consideration will be given for prior years of service in local government.

Administrative Leave – 80 hours per year (prorated by date of hire).

Holidays – 11 holidays per year, plus 18 hours of floating holiday time (prorated by date of hire).

Work Schedule – 4/10 schedule.

Sick Leave – 8 hours per calendar month of service.

Life Insurance – Coverage provided.

Long-term Disability - Coverage provided.

APPLICATION AND SELECTION PROCESS

This recruitment will close at midnight **Sunday, August 22, 2021**. To be considered for this opportunity, upload your cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

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TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the August 22nd closing date, resumes will be screened in relation to the criteria 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 early September. The City anticipates making a selection in a timely manner following final selection activities, the completion of negotiations and extensive POST compliant background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the selected candidate.

