

POLICE CHIEF

THE CITY OF





THE COMMUNITY

The City of Pleasanton (population 79,871) is a vibrant community with an exceptional quality of life marked by a low crime rate, award-winning schools, a diversified economic base, a wide variety of amenities and activities, and a charming nationally recognized downtown. Located 40 miles southeast of San Francisco in the East Bay's Tri-Valley region, Pleasanton is ideally situated to provide access to many of Northern California's finest attractions.

With over 1,200 acres of surrounding parks, open space, and trails, Pleasanton offers spectacular vistas and abundant recreational opportunities for residents and visitors. Its extensive and quality community facilities include a library, aquatics center, two performing arts theaters, an art gallery, a senior center, a preschool, and the historic Alviso Adobe. Sports enthusiasts can take advantage of tennis and pickleball courts, the award-winning Callippe Preserve golf course, and numerous sports fields. Downtown Pleasanton offers a mix of retail shops, services and dining and is a gathering place for the community, with the popular Concerts in the Park series, festivals and parades, and a year-round weekly farmers market. Pride of ownership is apparent in the well-maintained homes and neighborhoods throughout the City.

Pleasanton is also home to the Hacienda business park, boasting 850 acres of versatile space and wired infrastructure with approximately 11 million square feet of office, research and development, commercial and residential space. More than 4,000 companies are part of Pleasanton's thriving community – from Fortune 500 to home-grown innovation firms. Several of the Bay Area's largest businesses have a strong presence in Pleasanton including Kaiser Permanente, Oracle, 10X Genomics, Workday, Thermo Fisher Scientific, Abbott, and Roche Molecular Systems. This diversity of companies adds to Pleasanton's economic

strength by building a local supply chain and robust business-to-business activity. The City's proximity to two major interstate highways and two BART stations, plus an ACE train station results in convenient access for both residents and businesses.

Pleasanton was incorporated in 1894 and consistently earns exceptionally high levels of satisfaction on community surveys periodically commissioned by the City. This year, 91 percent of respondents considered Pleasanton an excellent or good place to live, and 93 percent reported feeling safe. Pleasanton's active, highly educated and professionally skilled residents are passionate about their City and generously participate in civic engagement. The high level of involvement and volunteerism ensures thoughtful and thorough outcomes that maintain the City's overall vitality. Collectively, these factors make Pleasanton a community of choice within the Bay Area as a premier place to live, work, raise a family, recreate, and do business.

CITY GOVERNMENT

The City of Pleasanton is a General Law City with a five-member City Council. The mayor is directly elected to a two-year term. The other four councilmembers are elected to alternating four-year terms and began transitioning to elections by district in 2022. Pleasanton has long enjoyed a positive reputation for good governance with a strong emphasis on fiscal sustainability and customer service. The City Manager's Office and City Council work together to foster a professional relationship highlighted by mutual respect.

Pleasanton is a full-service city committed to providing the best, most innovative, and responsive municipal services possible. It operates on a bi-annual budget with an FY 2023/24 General Fund of \$150.9 million and a total budget of over \$234.4 million. The City employs over 465 regular employees within 10 departments: including offices of the City Manager and the City Attorney, Human Resources, Information Technology, Community Development, Finance, Library & Recreation, Public Works, Police, and the Livermore-Pleasanton Fire Department (jointly operated with the City of Livermore). The City has historically operated in a fiscally conservative manner and maintains a healthy financial reserve.

In April 2022, the City Council selected Gerry Beaudin to serve as Pleasanton's City Manager. Mr. Beaudin has more than 20 years of public management experience, having held progressively more responsible roles, including four years as the City of

Pleasanton's Community Development Director. Prior to this, his civic experience in California includes serving the cities of Alameda, Los Altos, South San Francisco, and Mountain View.

In November 2023, with input from the City Council, City employees, and hundreds of diverse community members, the City adopted "ONE Pleasanton," a strategic plan that will guide the City for the next five years through FY 2027/28. The Plan outlines key objectives for five goals, including:

- **Funding Our Future:** Fiscal Sustainability
- **Optimizing Our Organization:** Organizational Effectiveness
- **Investing in Our Environment:** Infrastructure, Public Facilities, and Sustainability
- **Safeguarding Our City:** Public Safety and Emergency Preparedness
- **Building a Community Where Everyone Belongs:** Livability and Community Development

For further details on the ONE Pleasanton Strategic Plan visit:

www.PleasantonStrategicPlan.com

PLEASANTON POLICE DEPARTMENT

The Pleasanton Police Department (PPD) is committed to the community and works in collaboration with residents, businesses, and leaders to reduce crime, maintain safety, and preserve an outstanding quality of life. The Department focuses on effectively managing calls for service and facilitating problem-solving throughout the city and strives to deliver consistent service with courage and compassion. A premier public safety organization, the Department is distinguished by its responsive, respectful, and conscientious delivery of public safety services that are enhanced by a dedication to proactive community outreach, building and maintaining strong partnerships with a diverse community, creatively investing in and engaging with youth, staying abreast of technological advancements, and participating in progressive training. For many years, PPD's relationship with its active and engaged community has been the cornerstone of the City's well-established success and this continues to be the case today.

The Pleasanton Police Department is organized across three divisions: Operations, Investigations, and Support Services. The **Operations Division** consists of the Patrol Unit and the Special Operations Unit, which includes Traffic, Special Events, and Alternative Response. The **Investigations**

Division includes Investigations, Special Enforcement, Youth and Community Services, Professional Standards and Business Services units. The **Support Services Division** consists of the Records and Communications/Dispatch units. Pleasanton Police serve an area of 24 square miles divided into three separate patrol districts that are each supervised by a District Commander. The Department maintains an emergency response time of 5.2 minutes and a non-emergency response time of under 24.6 minutes.

The Pleasanton Police Department has an annual FY2023/24 budget of approximately \$37.9 million and is supported by 132.2 personnel, including 83 sworn staff, and volunteers. The Pleasanton Police Department members are educated, well-trained, and dedicated to consistently providing superior service. This recruitment was initiated in response to Chief David Swing's retirement after a distinguished 30-year career in policing, the last four years with the City of Pleasanton.

The Pleasanton [Police Department Strategic Plan](#) is also accessible under the Police Department Overview on the City's website.

Pleasanton Police Department Mission Statement

*As members of our diverse community,
we selflessly serve as guardians
with empathy, fairness, and respect
to protect life, prevent crime, and
enhance quality of life.*

THE IDEAL CANDIDATE

Pleasanton seeks a visionary leader with uncompromising integrity and a strong community orientation. The ideal candidate will be a progressive practitioner who upholds high standards and makes consistent individual and organizational accountability a top priority. The Pleasanton Police Department will be led by a chief who welcomes new ideas, encourages innovation, and stays abreast of current trends and best practices. As a forward-thinking professional, they will be adept at strategic planning that is substantiated by an impressive history of implementation and achieving tangible results.

The ideal candidate will be an inspirational and approachable leader who is highly engaged with their workforce and enjoys regular interaction with employees



throughout the department and is known for proactively recognizing quality work and contributions to the agency and community. They will exhibit a sincere passion for the profession and have a stellar record of mentoring and developing talent within and outside of their command. The ability to build and preserve a cohesive culture grounded in trust, candid and transparent communications, and productive relationships will be expected.

As a credible and relatable leader, the ideal candidate will have the proven ability to engage team members and key stakeholders in advancing change and innovation. Competitive candidates will convey a commitment to exploring opportunities to reimagine service delivery strategies that are better tailored to respond to current service demands. A commitment to further instituting the six pillars and advancing police practices as described in the President's Task Force on 21st Century Policing report is required.

Further, the leadership philosophy of the new chief will foster an environment that is open to contemporary technology and tools that enhance the capacity of the organization and the capabilities of its members in alignment with community needs. The candidate selected will embrace a data-centric approach to policing, ensuring department services are delivered in an efficient and effective manner that reliably address community priorities while maximizing resource deployment.

As an experienced policing professional, they will have a reputation for being an empowering and empathetic executive who genuinely cares about the wellbeing of employees, values both sworn and professional staff, and maintains productive working relationships with labor groups. Drawing from the breadth of their experience, they will also understand what

it takes to work effectively with a multi-generational and increasingly diverse workforce and the importance of valuing the talents different team members bring to an organization. To that end, a track record of advancing DEIB-related initiatives will be welcomed.

Exceptional communications and interpersonal skills will be a key factor in the ideal candidate having well-established success in working with a wide range of community and external stakeholders in addressing quality of life and crime-related issues. A history of extensive and meaningful community engagement and the demonstrated ability to develop effective partnerships and collaborations to achieve common goals will be carefully evaluated.

To be a great fit with the organization's supportive and collaborative culture, the individual selected will be a team player who is actively engaged with the Pleasanton executive team and proactively develops and maintains positive working relationships with other City departments. Serving as a trusted advisor to the City Manager, they will be a bold advocate for police department needs while also embracing a citywide perspective, understanding the competing priorities facing the organization, and ultimately supporting the overall vision for Pleasanton.

To be competitive, candidates will possess well-rounded experience that encompasses a broad portfolio of assignments and projects. Substantial municipal policing experience which includes sufficient management experience along with a Bachelor's degree from an accredited college or university is required. Service at the rank of captain or above in a comparably sized community is strongly preferred. A Master's degree and/or formal leadership training is also desirable.

COMPENSATION & BENEFITS

The salary range for the Police Chief position is \$200,472 - \$300,720. Placement within the range will be DOQE. The City also offers a generous benefits package that includes but is not limited to:

Management Pay and Performance Plan:

City provides an opportunity for individuals to earn up to 20% above their control point for continued exceptional performance over time.

CalPERS Retirement:

CalPERS 3% @ 55 formula for "CLASSIC" members. Sworn Police "CLASSIC" Managers currently contribute 12% on a pre-tax basis. PEPRAs Police Managers currently contribute 12%. The benefit includes credit for unused sick leave and 1959 Survivors Benefit option.

Retiree Medical:

Percentage calculated based on years of service with Pleasanton for employee only, until age 65 (Medicare eligible).

Retiree Health Savings Plan:

City contributes \$75 per month to the employee's RHSP. Mandatory employee contribution of \$25 per month.

Deferred Compensation Program:

Two deferred compensation programs are available (401a and 457), allowing employees to maximize contributions to their retirement accounts on a pre-tax basis. Management employees are eligible to participate in both programs concurrently. The City contributes 2.5% of manager's base salary into a 457 Plan, no employee contribution required.

Medical Insurance:

Choice of one of four comprehensive health plans (available only in specific geographic areas of Northern California). Employee currently pays \$50 per month for lowest cost HMO family plan; \$25 per month for single coverage.

Dental Insurance: City paid, including \$2,000 maximum orthodontic benefit.

Life Insurance: Twice annual salary to a maximum of \$100,000.

Long-Term/Short-term Disability: 60% of salary to maximum long-term monthly benefit of \$10,000 (employee paid).

Vacation Leave: First through fourth year accrued at 6.667 hours per month; fifth through ninth year accrues at 10 hours per month; and progressing with years of service.

Administrative Leave: Seven days per year, paid if not taken. City Manager may authorize an additional three days per year based on performance.

Holidays: Eleven fixed holidays per year, plus seven floating holidays.

Paid Sick Leave: Twelve days per year.

Tuition Reimbursement: Job-related courses from accredited colleges or universities reimbursed at the California State University East Bay current tuition rate.

Uniform Allowance: City provides 100% of the initial purchase price of uniforms, annual allowance of \$1,500 thereafter.

Employee Assistance Program.

Section 125 Flexible Benefit Program.

Application & Selection Process

The closing date for this recruitment is midnight, **Sunday, August 18, 2024**. To apply for this opportunity, upload cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

Adam McGill • 415.858.4385

Teri Black • 424.296.3111

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

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 consultants. A small group of candidates will be invited to interview in Pleasanton in early September. The City Manager anticipates making an appointment shortly thereafter, following the completion of negotiations and California 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 in close coordination with the candidate impacted.



THE CITY OF

PLEASANTON®