

CITY OF FOUNTAIN VALLEY

INVITES YOUR INTEREST
IN THE POSITION OF

CHIEF OF POLICE





COMMUNITY AT A GLANCE

The City of Fountain Valley was incorporated in 1957 as the 21st City in the County of Orange. In the 1960's, Fountain Valley experienced a fantastic growth rate within the framework of a Master Plan adopted before any developments had begun. Revisions of the Master Plan have assured the City of balanced, orderly growth; with a current population of 55,468, the City's growth is nearly complete.

Fountain Valley refuses to be defined by outside expectations. Fountain Valley's Motto is "A Nice Place to Live." It isn't just a small-town charm and a close-knit community; it is a city in the midst of growth with exceptional schools, laying the foundation for future jobs and opportunities. It is considered to be Orange County's "hidden gem." It is 9.75 square miles, and the city has over 150 acres of neighborhood parks, including Mile Square Park, which in the heart of the city that includes activity buildings and athletic facilities.

The median household income is \$108,860, and there are approximately 19,561 housing units. The City of Fountain Valley is home to four (4) school districts and one (1) college district. There are approximately 5,000 businesses in Fountain Valley. It is home to Orange Coast Memorial Medical Center, UC Irvine Health, Fountain Valley School District, Hyundai Motors, Costco and Sam's Club.

THE ORGANIZATION

The City of Fountain Valley is a full-service city that provides municipal services including police, fire, planning and development, parks and recreation, roads, landscaping, water, and sewers, through in-house staffing. The City operates under a Council-Manager form of government. The City Council is comprised of five (5) members elected at large to four-year terms with staggered elections occurring every two years. The Mayor and Vice Mayor are selected by the Council from among its members to serve one-year terms.

The City's adopted FY 2024/25 operating budget for the General Fund is \$78.7 million with an additional \$7.6 million for one-time capital projects. The budget includes 268.25 authorized full-time equivalent (FTE) positions.

The City has a long history of fiscal responsibility, maintaining healthy reserves, and the reputation as a well-managed city. The City is proactive recognizing potential issues early on and addressing them effectively with the cooperation of the employees and the residents. The City has a strong commitment to professionalism, open and responsible customer service, and the well-being of its employees and citizens.

THE POSITION

Under the general administrative direction of the City Manager, the Chief of Police performs highly responsible administrative and professional work organizing, planning, coordinating, and directing all activities of the Police Department. They are responsible for law enforcement, crime prevention, and administrative support services and activities with a departmental budget of \$24.3 million (Personnel, \$18.6M). Emphasis is placed on community-based policing, familiarization between law enforcement and community residents, and collaborative problem-solving while de-emphasizing the paramilitary aspects of the job; and performing other duties as assigned.

The Chief of Police assumes full management responsibility for all Police Department services and activities, including preserving order, protecting life and property, and enforcing laws and municipal ordinances. They work with the City Manager to develop, implement, and monitor long-term plans, goals, and objectives to achieve the City's mission and City Council priorities. The Chief advises the City Manager, City Council, and other managers on issues pertaining to crime prevention and law enforcement. The Chief represents the City in such matters before civic groups, the media, the public, and other agencies. The Chief establishes and maintains collaborative working relationships with other law enforcement agencies, property owners, community groups, businesses, City staff, and the public; promotes public awareness and understanding of law enforcement within the community. The Chief is instrumental in building and fostering cohesive and collaborative departmental working relationships and encourages employee development through staff training and succession planning.

THE DEPARTMENT

We are a mid-sized full-service Police Department that proudly serves our wonderful community. The Fountain Valley Police Department partners with the community to promote public safety to the residents, businesses and visitors of the City. Headed by the Police Chief, the Department is organized into two divisions: the Patrol Division and the Support Services Division. Both Divisions share the responsibility for the prevention, detection and investigation of crimes. The Patrol Division includes uniformed Patrol Officers, Traffic Officers, Police Services Officers, K9 Officers, School Resource Officers, Community Resource Officers, and S.W.A.T. Team Members. The Support Services Division includes the Records Bureau, Dispatch Center, Detective Bureau, Special Investigations Unit, Crime Scene Investigations, Crime Analyst, Property and Evidence, Personnel and Training, and Crime Prevention.

The Police Department is comprised of dedicated professionals including the Chief of Police, 2 Captains, 3 Lieutenants, 1 Support Services Manager, 10 Sergeants, 9 Corporals, 39 Police Officers, 8 full-time Dispatchers, and 3 part-time Dispatchers, a Crime Analyst, Record Clerks, Dispatchers, Community Services Officers, Police Services Officer, Police Cadet, and administrative staff.



DEPARTMENT MISSION STATEMENT

COURAGE • DUTY • COMMITMENT

Members of the Fountain Valley Police Department will demonstrate the **COURAGE** to protect life and property in our community. Our **DUTY** is to provide the highest quality of service in a fair, impartial and ethical manner. Our **COMMITMENT** is to take a leadership role in providing for public safety and quality of life in a manner that will preserve the public trust.

QUALIFICATIONS

Must have at least eight (8) years of progressively responsible law enforcement experience, including four (4) years of management responsibility at a command staff level, preferably in a municipal law enforcement department. A Bachelor's degree from an accredited college or university with an emphasis in criminal justice, public administration, or a closely related field is required. A Master's degree is highly desirable. The candidate must possess a valid California Class "C" driver's license and a Peace Officers' Standard and Training Management Certificate.

THE IDEAL CANDIDATE

The ideal candidate will have extensive experience, including senior executive assignments, leadership in community policing, crime reduction initiatives, and community-led and problem-solving policing. They are knowledgeable in current and emerging police best practices and experienced in emergency management and incident command protocols.

The ideal candidate will have a solid moral compass and effectively balance liabilities, policies, and safety for all. They are an effective communicator who exhibits excellent communication skills in active listening and communicating with employees within the department, supporting cities and community groups. They are a proponent of officer's safety and professional growth.

The ideal candidate is a leader who will serve as the "Face of the Agency." They are authentic, engaged, and visible within the department and in the community. They understand and appreciate the department's existing "family" and "small-town" culture while being a change agent.

The City will benefit from a Chief of Police who is a visionary who can thoughtfully plan for the future, incorporating innovative approaches while respecting the agency's history.

OPPORTUNITIES

The new Chief will work to engage employees and identify succession planning and career development opportunities for all department staff. The new Chief will work with other agencies, city departments, non-profit organizations, and local businesses to address pressing community challenges. The new Chief will enhance department community relations and alternate policing programs while pursuing best practices, innovation, and technological solutions.



COMPENSATION

The City of Fountain Valley provides an excellent compensation and benefits package. The annual salary range for the incoming Chief of Police is **\$218,220 – \$265,248**; placement in this range depends on qualifications. ***COLA adjustments of 4% to base salary effective July 2025 and July 2026.*** The City also offers an attractive benefits package that includes:

Retirement – The City contracts with the California Public Employees' Retirement System (CalPERS) to provide retirement benefits.

Employees hired on or before December 31, 2012, who are existing CalPERS Classic members or members of a public retirement system with reciprocity with CalPERS will be enrolled in the 3% @ 55 CalPERS retirement benefit formula. Employees contribute nine percent (9%).

Employees hired on or after January 1, 2013, who have never been CalPERS members, or are members of a public retirement system (CalPERS or reciprocal) but have a break in service longer than six (6) months, will be enrolled in the 2.7% @ 57 CalPERS retirement benefit formula. Employees currently contribute a total of 13.75%.

Health Plans (Tier 2)– The City contracts with CalPERS for medical insurance. The City will pay the full premium for coverage selected for the employee and eligible dependents.

Dental Plans (Tier 2)– The City offers employees two (2) dental plans. The City will pay the full premium coverage selected for the employee and eligible dependents.

Vision Plans - The City offers two (2) voluntary vision plans. The premium is paid by the employee.

Retiree Health Savings Plans (RHS) - Employees hired (or promoted) after September 1, 2023, will contribute a two percent (2%) of their base salary, per pay period into their RHS account.

Vacation – Employees may accrue up to 240 hours vacation hours per year.

Holidays - 11 paid holidays provided per year.

Sick Leave - Employees accrue eight (8) hours a month.

Administrative Leave - 108 hours per calendar year (pro-rated).

Auto Allowance – City vehicle provided.

Life Insurance and Long-Term Disability (LTD) – The City provides group term life insurance equal to \$100,000 and LTD coverage at no cost to the employee.

MISCELLANEOUS BENEFITS

Bilingual Pay - \$75 per month.

Wellness/Fitness Reimbursement - up to \$500 per fiscal year.

Deferred Compensation - \$250 per month matching city contribution. Additional city contribution of \$167 per month into their 457 or 401a account.

Uniform Allowance - \$84.62 per pay period.

Tuition Reimbursement - The City provides up to \$3,000 per fiscal year for reimbursement of directly related costs of tuition and required supplies.

The city does not participate in Social Security.

Employees hired after March 31, 1986, pay 1.45% towards the Medicare Plan.

APPLICATION PROCESS

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed highly qualified will be invited for an interview.

Appointment may be subject to completion of a thorough POST background, credit check, polygraph, psychological evaluation and pre-employment medical exam.

In order to be considered for this outstanding employment opportunity or have questions, please contact Pamela Derby, CPS-HR at pderby@cps-hr.us (t) 916.471.3126 (c) 530.434.0163



The City of Fountain Valley is an equal opportunity employer.