



The City of Mt. Shasta Police Chief

The City & Community: The City of Mt. Shasta is located in far Northern California, sixty miles south of the Oregon border at the base of majestic Mount Shasta. The Shasta Trinity National Forest surrounds the community. Several lakes, miles of rivers and streams, and thousands of acres of back country provide an outstanding environment for many summer and winter outdoor activities.

The community offers the best of family-oriented small-town living, with a sophisticated, engaged, and generous citizenry, many active social organizations and service clubs, a low crime rate, award winning water, and clean, invigorating mountain air. These attributes, coupled with ideal recreational opportunities and multiple annual community events, create an unrivaled and distinct quality of life. Residents and visitors enjoy Mt. Shasta's eclectic population and diverse lifestyles, and the musical, artistic, and spiritual self-expression that Mount Shasta inspires.

Mt. Shasta also offers a wide range of services, conveniences, and resources one would expect to find in larger communities. It has excellent health care facilities and services and a major hospital, plus multiple alternative healing and health maintenance services and practitioners. Mt. Shasta's K-12 schools are also highly rated. Several highly rated charter schools are also available. College of the Siskiyous, located only ten miles north in the City of Weed, offers an outstanding and a widely diverse, rich community college experience and curriculum. Mt. Shasta's exquisitely quaint downtown also offers a diverse tapestry of businesses and shops, and many other shopping opportunities are located throughout the community.

Mt. Shasta is a full-service General Law City, incorporated in 1905. It currently has 3,268 residents, although the population of its sphere of influence is approximately 7,000. The City operates under a Council-Manager form of government. The City's \$8.5 million annual operating budget provides a full range of public services, including police and fire protection, public works, water and wastewater utilities, and planning and building.

The Position: Under the direction of the City Manager, the Police Chief plans, participates in, directs, and reviews the activities of the Police Department; provides for full-service law enforcement, crime prevention, dispatch services, community education, and code enforcement; is responsible for budget development and program direction; composes special reports, press releases and other publications concerning law enforcement; develops and implements policies; and assures compliance with federal, state, and local regulations. The Police Chief provides leadership and direction to meet City goals and coordinates with other service areas, agencies, boards, commissions, and the public.

The Ideal Candidate: The Police Chief must understand the challenges of policing in a smaller community that experiences the same complex issues faced by larger, urban departments. A comprehensive understanding of budgets, funding sources, and long-range financial planning will be expected. The successful Chief will be a champion of outreach into the community and able to cultivate successful relationships with community and neighborhood groups, and civic leaders. The ideal candidate will be a forward-thinking administrator, tactful leader, and constructive mentor who

is capable of leading the Department in proactive community-policing. The next Chief must be actively engaged and participatory at all levels of the Department in order to assess the current organization and provide the direction and tools necessary to move the Department forward. The Chief must embrace the philosophy of respect, collaboration, and a high degree of integrity.

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. The typical candidate will have a bachelor's degree in police science, criminal justice, public administration and (2) two years of municipal, managerial experience in police service. A valid First Aid and CPR certificate and the possession of, or the ability to obtain within two years, a Management Certificate issued by the California State Commission on Peace Officer Standards and Training (POST) are required.

Compensation & Benefits: The current salary range is \$6,092 to \$6,701 per month. Benefits include a generous City contribution to a Cafeteria Plan with family medical coverage that includes a City funded health savings account, vision, and dental, and supplemental insurance. The position receives P.E.R.S. 2.7% at 57 (new members) or 2% at 50 (classic members) retirement plan, 12 holidays per year (96 hours), sick leave (8 hours/month), bereavement leave (40 hours), administrative leave (40 hours), and vacation days, which accrue monthly at a rate that increases with tenure (80 to 160 hours). The City also has several employee-funded deferred compensation plans available.

How to Apply: Interested applicants can obtain a job description and application from City Hall by phoning 530-926-7510 or on the City's website at www.mtshastaca.gov under Human Resources. Applications and resumes must be submitted to City Hall, Attn: Human Resources at 305 N. Mt. Shasta Boulevard Mt. Shasta, CA 96067 or by email to jpolk@mtshastaca.gov or by fax at (530) 926-1342. The position is open until filled, with the first review anticipated to take place on December 27, 2021. Resumes will not be accepted without a completed application.

The final candidate must successfully pass a pre-employment background check and drug screen.