



# *The City of Redding*



*invites your  
interest for  
the position of*

***Chief of  
Police***

## THE COMMUNITY

The City of Redding is a thriving, dynamic community of over 90,000 residents located at the north end of the Sacramento Valley, 150 miles north of Sacramento. Redding is the county seat for Shasta County and is strategically located on Interstate 5, equidistant between Seattle and Los Angeles. Redding serves as the center of trade and commerce for the upstate region of Northern California.

With Mount Shasta to the north, Lassen Volcanic National Park to the east, the rugged Trinity Alps to the West, and Whiskeytown and Shasta Lake to the Northwest the great outdoors await (all within an hour's drive). Redding delivers unequivocal natural beauty, an abundance of recreational opportunities, and an exceptional quality of life for its residents. Residents and visitors alike, enjoy the superb temperate climate that the four seasons bring. Redding, the second sunniest City in the United States, is an ideal locale with moderate springs and falls, low humidity, sunny summers and mild winters. (Residents enjoy over 300 sunny days per year.)



Redding encompasses approximately 60 square miles surrounded by scenic landscape, and boasts over 1,700 acres of City-owned recreational open space and 500 acres of magnificent parkland within city limits. The prominent Sundial Bridge at Turtle Bay Exploration Park crosses the Sacramento River in central Redding and serves as the downtown entrance for Redding's extensive thirty-three mile Sacramento River Trail system. There is 225 miles of trails within a 15-mile radius of Redding making it very inviting to walkers, hikers and cyclists alike. In addition, a wide variety of cultural and community activities support a great quality of life in Redding with one of California's 14 Cultural Districts centered in Downtown.

Redding successfully combines the ambiance of a small town with the amenities of a large city. A broad spectrum of businesses is represented within the city limits. The largest employment sectors include: medical services, large retailers, government, manufacturing, small businesses, outdoor/recreational outfitters, distribution, auto sales and maintenance, and a diverse blend of restaurants. Redding serves as the regional health care center for Northern California. The City has two major medical centers providing state-of-the-art treatment facilities, and a number of specialized hospitals, and veteran's medical services.

Housing in the City is much less costly than in many other urban areas in California. The median home price in Shasta County is approximately \$260,000. The community offers an impressive complement of housing in all areas and housing types: riverfront, mountain views, country acreage, and traditional subdivision. Redding has excellent high-performing public, private and charter schools, ranging from small sites of less than 100 students in grade school to large high schools serving over 1,000 students. Shasta Community College, Simpson University and National University provide advanced educational opportunities. California State University-Chico is located only 70 miles south of Redding, and offers degree programs through extension courses at the Shasta College University Center in downtown Redding.

## THE ORGANIZATION

Established in 1887, Redding is a full-service General Law city with a Council-Management form of government. Five at-large Council Members serve staggered four-year terms. The positions of Mayor, Vice Mayor and Mayor Pro Tem are elected by the Council each year from their membership and serve one-year terms. Both the City Clerk and City Treasurer are elected positions that serve four-year terms. The City Council is responsible for adopting City ordinances, resolutions, the annual budget, appointing commissions

and committees, and appointing the City Manager and City Attorney, among other key duties. The City Council, City Manager and staff work in partnership with the community. This collaboration has served the City well in continually improving the community and enhancing the programs and services that elevate the quality of life and vibrant local economy here in Redding.

The City of Redding has a stellar workforce of approximately 785 full-time and more than 350 part-time City employees that help make the City Council and community visions a reality. City departments include the City Manager's Office, City Attorney's Office, City Clerk's Office, City Treasurer/Finance Office, Community Services, Development Services, Electric, Fire, Information Technology, Personnel, Police and Public Works. City Manager, Barry Tippin, and his senior staff guide this workforce based on basic principles of good management: efficiency, accountability, empowerment, and employee morale.

Redding's financial footing is secure with a Fiscal Year 2019-20 budget of approximately \$300 million, with a \$80 million General Fund operating budget. The General Fund provides most of the City's core services including public safety, street maintenance, parks and recreation programming. Every major fund has a long-range financial plan.

### **The Redding Police Department**



The Redding Police Department receives great respect and support from our community. There are currently a total of 143 full-time and 18 part-time personnel. The department currently enjoys the assistance of 13 volunteers and 7 volunteer Chaplains.

The Department is comprised of three divisions: Administrative Services, Field Operations, and Investigations. The Administrative Services Division is responsible for personnel recruitment, training, updating policies and procedures, records requests, telephone requests for service not requiring a sworn officer, and property and evidence. The Field Operations Division is responsible for responding to calls for service and is responsible for over 70% of the

Department's measurable workload. Besides the Patrol Unit, there are several specialty teams and subunits including the Neighborhood Police Unit, Traffic, SWAT, Hostage Negotiations, Field Training Officers, Canine Unit, and the Community Clean-up Program. The Investigations Division conducts follow-up criminal investigations on all felony and select misdemeanor crimes.

The Department has been aggressive in searching and applying for federal and state grants and has been very successful in securing grants for community oriented policing, a mobile data system, records management system, implementation of an imaging system, tasers, bullet proof vests, and personnel. The mobile data system was implemented in 2000.

The Department has a reputation as a progressive agency offering excellent training and career development programs. The department provides officers with excellent, modern equipment. Assignment opportunities include: Patrol, Special Weapons and Tactics, Field Evidence Technician, Field Training Officers, Investigations Unit, Motor Unit, Canine, Bicycle Patrol, Neighborhood Police Unit, as well as others.

The City is served by a consolidated dispatch center, SHASCOM, which provides police, fire and medical dispatch services.

## *THE POSITION & IDEAL CANIDATE*

The new Police Chief will join a city with immense potential, leading a group of dedicated men and women working to ensure the public's safety and improve the quality of life in the community. The City is looking for a professional who is an experienced and proven leader, with the ability to approach problems with imagination, creativity and perseverance. The new Police Chief will be committed to public service with a focus on working collaboratively on a variety of public safety issues affecting the City and its residents, and carry out City Council priorities. These include: developing and implementing new programs and initiatives to address safety during disasters, violent crime, drug activity and transient activity; broadening pro-active community oriented policing strategies; reallocating resources to address community problems or crime trends; focusing on community involvement; increasing community education through social media; working collaboratively with other law enforcement agencies and other criminal justice partners to better serve the community; and fostering strong working relationships with our labor partners.

The Police Chief will need to be approachable and available to the citizenry and staff, foster opportunities for inclusion, and re-affirm that the City leadership team is invested in addressing the public safety concerns. A proactive and effective communicator, both orally and in writing, will be essential. As a strong leader, our Police Chief must be skilled in working with a wide range of people, whether supporters or critics, and do so with utmost diplomacy, ethics and integrity. Importantly, the new Police Chief should have a philosophy that success in the job is defined as continuously improving the department. Along with a "can do" attitude, an operational style of flexibility, adaptability, engagement, and active communications are vital to success. The successful candidate will have an unquestioned reputation for transparency, honesty and integrity. The Police Chief is an at will position appointed by the City Manager.

### **Desired Qualifications**

A background with at least 10 years of progressively responsible command/management experience in a law enforcement agency is expected. Typical education would include a Bachelor's degree from an accredited college, university, in public or Business Administration or Criminal Justice. A Master's degree, graduation from Command College or the FBI Academy is preferred. This is a sworn position, and the successful candidate must possess a California P.O.S.T. (Peace Officer Standards and Training) Management Certificate.



## COMPENSATION & BENEFITS

The City of Redding offers a competitive salary and compensation package. The base salary range for this position is up to \$173,832.00 annually DOQ. The benefits package includes:

- ❖ Retirement: CalPERS – The City does not participate in Social Security.
- ❖ Education pay incentive up to 7.5%.
- ❖ Health, dental, and vision: plans for employee and dependents (90 percent of premium paid by City).
- ❖ Vacation: accrual at the rate of two weeks per year up to the fourth year of service. Accrual rate increases thereafter based on tenure.
- ❖ Holidays: 13 ½ holidays annually, nine and a half fixed holidays, four floating holidays.
- ❖ Administrative leave: up to 80 hours annually.
- ❖ Sick leave: accrual at the rate of 12 days annually, with 10 plus years, eligible sick leave transfers to Retiree Health Savings Plan on pre-tax basis upon retirement, remaining sick leave converts to service credit through CalPERS.
- ❖ Life insurance: equal to two times annual salary for employee and \$3,000 for each dependent.
- ❖ Long-term disability insurance.
- ❖ Deferred Compensation: 457 plan available for employee contribution.
- ❖ Supplemental insurance: AFLAC plans available at employee expense on a pre-tax basis.
- ❖ Credit Unions available.

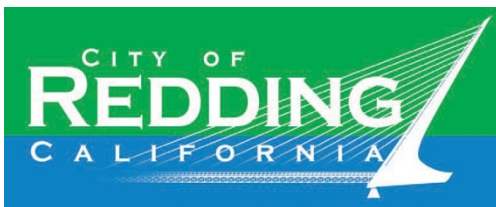
## APPLICATION & SELECTION PROCEDURES

**Final Filing Date:** 06/18/19

If you are interested in pursuing this highly desired career opportunity, please apply online at [www.cityofredding.org](http://www.cityofredding.org) and include a current resume and contact information for five work-related references.

Applications will be screened and those determined to be best qualified will be invited to attend an Oral Board Examination tentatively to be held in mid-July. The City will conduct a thorough background investigation on the final candidates.

**AN EQUAL OPPORTUNITY/FEDERAL AFFIRMATIVE ACTION EMPLOYER**



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Visit our website at [www.cityofredding.org](http://www.cityofredding.org)