



CITY OF LONG BEACH

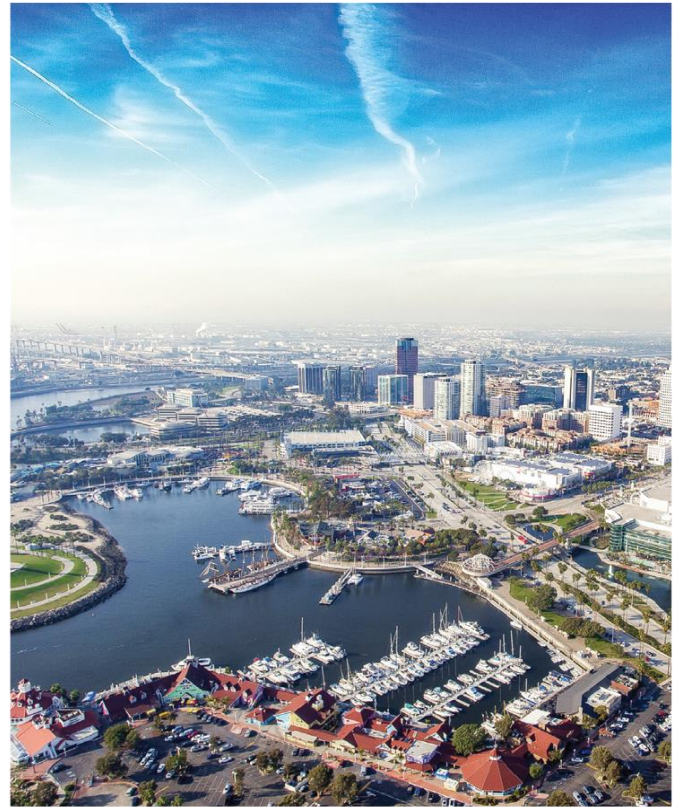


EMPLOYMENT OPPORTUNITY

CITY OF LONG BEACH POLICE DEPARTMENT
CHIEF OF POLICE

THE COMMUNITY

Ideally located on the Pacific Ocean south of Los Angeles and just west of Orange County, Long Beach is the seventh-largest city in the State of California. Offering all the world-class amenities of a large metropolitan city, coupled with its strong sense of community and pride, Long Beach is one of the most vibrant communities in the country. The City has been referred to as the “Most Diverse City” in the country by USA Today and one of the “Best Communities for Young People” two years in a row. With its ideal location in Southern California, year-round comfortable climate, healthy business environment, and far-ranging cultural pursuits, the City is alive with activity. Long Beach is home to an abundance of cultural and recreational options. Expansive beaches, three marinas, five golf courses, the Aquarium of the Pacific, the Queen Mary, and the annual Grand Prix of Long Beach serve to draw 6.5 million visitors a year. The City’s full-service commercial airport has preferred flight schedules, carriers, and overall accessibility that makes it the travel-friendly alternative to other Southern California airports. In addition, Los Angeles’ rail transit system, the most used light rail system in the country, connects the city to the entire region. Long Beach continues to make significant investments in its parks, beaches, streets, and other amenities (including a new city hall) indicative of the financial stability and health of the City.



CITY GOVERNMENT

Long Beach is a full-service Charter City governed by nine City Council members who are elected by district and a Mayor that is elected at large. Elected officials also include the City Attorney, City Auditor, and City Prosecutor. The Council Members and the Mayor are subject to a three-term limit, which allows them to serve for a maximum of twelve years. The City Council appoints a City Manager and a City Clerk. The City Manager is responsible for the efficient administration of all City departments, excluding those under the direction of a separately elected official, Board, or Commission. The City of Long Beach provides all traditional public services. In addition to its traditional services, the City also maintains one of the world’s busiest seaports, which serves as a leading gateway for international trade. Long Beach also has its own full-service commercial airport and is one of only three cities in California with its own Health Department. Long Beach is supported by a total FY 2022 budget of approximately \$3 billion, with the General Fund budget totaling \$625 million. More than 5,900 full and part-time employees support municipal operations with the majority being represented by eleven employee associations. To learn more about the City of Long Beach, go to: www.longbeach.gov.

THE DEPARTMENT

The Long Beach Police Department is the second largest municipal police agency in Los Angeles County and provides law enforcement services to the 7th largest city in the State of California. With over 801 sworn officers and a total staffing of 1,191 personnel, LBPD is dedicated to professional, proactive and innovative policing and is committed to building and maintaining positive relationships with the diverse community they serve. With an annual operating budget of over \$211 million, the Department also provides contracted law enforcement services to the Port of Long Beach, Long Beach Airport, Long Beach Transit, and Long Beach City College.

The Department provides a diverse array of services to safely and constitutionally address a variety of public safety concerns. Its core services include 24/7 response to 9-1-1 emergencies and general calls for service, criminal investigations, victim support, police contract services supplied to external agencies, and a growing workload stemming from federal and state legislative mandates. The Department continues to augment its basic patrol services with its Quality of Life Teams, Mental Health Evaluation Teams and has

increased its partnerships with regional partners that provide long term care for individuals experiencing homelessness and/or requiring mental health services, care, and intervention.

The Department operates in the following bureaus and divisions:

The **Executive Office** consists of the Chief of Police and Assistant Chief of Police is responsible for promoting collaborations and innovations in managing many of the priority issues, including crime fighting strategies, use of force, de-escalation and building public trust. Responsibilities include strategic planning, vision development, managing legislative mandates, strategic communications and fostering partnerships with other law enforcement agencies, City departments and the community amongst other things.

Internal Affairs is responsible for investigating allegations of misconduct involving any member of the Department. Investigators are Department supervisors who receive specialized training in conducting personnel investigations. The investigative process is meant to provide a thorough, fair and objective review of misconduct allegations made by the public.

The **Administration Bureau** is comprised of the Personnel Division, Records Division, and the Community Engagement Division. The **Records Division** manages departmental records, fleet vehicles, and technology activities. The **Personnel Division** is responsible for the personnel and payroll services for 1,191 police Department employees. The **Community Engagement Division** is responsible for the Business Desk Operations, Live Scan services, Media Relations Detail and volunteer opportunities.

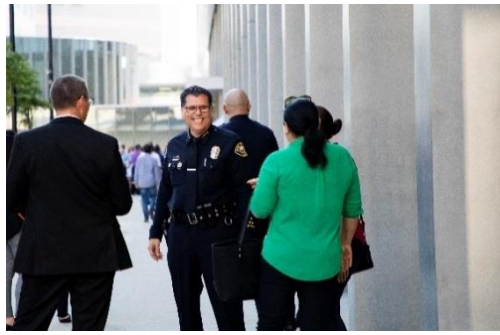


The **Financial Bureau** is responsible for processing purchase orders for payment, issuing billings, preparing the annual budget and monitoring its execution, performing financial analyses, and providing office supplies to the Department.

The **Investigations Bureau** is comprised of the Detective Division, Gang and Violent Crimes Division, Forensic Science Services Division, and the Criminal Intelligence Section. The detectives and support staff are dedicated to investigating crimes, analyzing evidence, apprehending suspects, preventing abuse, and promoting positive relationships between officers and youth. The Bureau includes five 24-hour on-call teams which include the Sexual Assault Response Team, Homicide Investigations Team, Domestic Abuse Response Team, Crime Lab Response Team, and the Child Abuse Response Team.

The **Patrol Bureau** is the Department's largest bureau encompassing over 40% of the organization's budget and more than 50% of its personnel. The Patrol Bureau includes one specialized Field Support Division and three geographical divisions: North, East and West. Officer deployment occurs annually. Supporting the "beat integrity" concept to develop trust and ownership, officers are assigned to a beat for a minimum of one year.

The **Support Bureau** provides varied services and includes the Jail Division, Port Police Division, Security Services Division, and the Training Division.



THE POSITION

The Chief of Police reports directly to the City Manager and is the City's chief law enforcement officer. The Chief of Police is responsible for public safety and security, serving as the lead for public response to citywide safety emergencies and large public events, establishing and maintaining a stable organizational environment, ensuring the effective and efficient utilization of personnel, financial and material resources and providing police services that are responsive to the changing needs and conditions within the City of Long Beach. The Chief will work closely with the Office of Constitutional Policing to ensure the Department meets community public safety concerns through a forward-looking evaluation of current policies, procedures, and training with a focus on a transformative culture of diversity, equity, and inclusion. Significant issues identified in the current budget include crime reduction, gang-related violence, homeland security and resource optimization. As the Department Director, the Chief must strategically provide efficient police services and adhere to the increasing demands for efficient utilization of police resources. This requires creative utilization of budgetary allocations to respond to community needs, crime and advancing technology.

THE IDEAL CANDIDATE

The next Chief of Police for the Department must be both an inspirational leader and astute manager. Must have considerable experience and track record in working with diverse communities, and expertise in developing crime reduction strategies. Must be capable of effectively inspiring, motivating and supporting a police force and employees, and be skilled at building trust with the broader community. The ideal candidate must have experience in financial management, technology, recruitment, deployment, labor relations and creating a work environment that encourages problem solving and innovation. They will guide the Department towards building greater trust and strengthening relationships through increased responsiveness, transparency, and accountability. They must have the ability evaluate trends, data, and community input and lead change as necessary. Must be abreast of emerging national, regional and local trends, issues, and challenges facing the City's public safety, and proactive in effectively planning for and responding to these issues and challenges. They will promote positive, inclusive, culturally competent policies, programs, systems, and services that improve outcomes for all Long Beach community members and set professional standards that will make the Department a national model for effective and responsible policing by supporting the 21st Century Policing Model. The ideal candidate will be a strong manager who will lead by example, mentor and motivate those under their command. They will be a strategic thinker, well organized, a creative problem solver, enthusiastic and proactive with a customer service orientation. This person will also be confident, persuasive, decisive and an effective communicator, who is accessible, people-oriented and will feel comfortable taking an active and visible role in the community. This person will be open to new ideas and a team player.

MINIMUM REQUIREMENTS

Education, Training and Experience

To be considered for this opportunity candidates must have:

- Status as a current or former employee of the Long Beach Police Department with the rank of Commander or above, or
- Experience as a Chief of Police or Assistant/Deputy Chief of Police, with a strong preference for working experience in California.
- A Bachelor's degree in Administration of Justice, Public or Business administration, Political Science or a closely related field.
- California P.O.S.T. certified peace officer holding a P.O.S.T. Management or Executive certification.
- Possession of a valid California Driver's License. Out of state candidates will be required to obtain a California Driver's license upon hire.

Highly Desirable Qualifications

- A Master's degree in Administration of Justice, Public or Business Administration, Political Science or a closely related field or graduation from the P.O.S.T Command College and/or FBI National Academy is highly desirable.

SALARY + BENEFITS

The salary for the position is \$242,000 - \$270,000 annually. Placement is dependent on qualifications and experience. The City also offers a generous benefits package that includes retirement, medical, dental, life, and disability insurance, vacation, and sick leave.

The City's compensation package includes an attractive benefits package that includes:

- Retirement – City offers CalPERS coordinated with Social Security. Benefit of 2.0% @ 50 for Classic members or 2.7% at 57 for new members as defined by PEPR, subject to the limitations set by PERS. Employee pays the employee portion.
- Vacation – Twelve (12) days after one year of service; 15 days after four years, six months of service; 20 days after 19.5 years of service.
- Executive Leave: Forty (40) hours per year.
- Sick Leave – One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.
- Paid Parental Leave - After six (6) months of City employment; up to 30 calendar days (160 hours/192 hours for sworn platoon) of PPL, taken in full-day increments, in connection with the birth, adoption, or foster placement of a child, up to the age of seventeen (17).
- Holidays – Eleven (11) designated holidays per year, plus four personal holidays to be used at the employee's discretion.
- Health and Dental Insurance – The City offers an HMO and PPO option for health and dental insurance coverage.
- Life Insurance – City-paid term life insurance coverage equal to three times annual salary to a maximum of \$500,000.
- Disability – City paid short-term and long-term disability insurance.
- Flexible Spending Account – Optional election for employees to reduce taxable income for payment of allowable childcare or medical expenses.
- Deferred Compensation 457(b) Plan – Optional for employee contribution to a supplementary retirement savings program available through ICMA Retirement Corporation.
- Management Physical – Annual City-paid physical examination.

APPLICATION PROCESS

This recruitment will close at 11:59pm on Sunday, November 7, 2021. To be considered, applicants must submit an online application, resume, cover letter, supplemental questionnaire, and proof of degree. Applications can be filed at www.longbeach.gov/jobs.

Following the close of the filing period, applications will be reviewed and those most qualified will be invited to participate in the selection process. Incomplete applications or candidates who do not meet the minimum requirements will not be considered.

Please note: All Long Beach Police Department employees are required to undergo and successfully complete an extensive background investigation. The City of Long Beach requires all employees to be fully vaccinated against COVID-19 prior to their first day of employment unless a medical or religious accommodation is approved by the City of Long Beach's Human Resources Department.

If you require this information in an alternative format or an accommodation because of a disability to participate in any phase of the application process, please request when submitting your application or call (562) 570-6552.

EQUAL OPPORTUNITY

The City of Long Beach is an Equal Opportunity Employer and values diversity at all levels of the organization.

