



VALLEJO POLICE DEPARTMENT

DEPUTY POLICE CHIEF



STRIVING FOR SERVICE EXCELLENCE

The Opportunity

Candidates inspired by their call to public service are invited to apply for the position of Deputy Police Chief with the Vallejo Police Department. The Deputy Police Chief will have a unique opportunity to play a pivotal role assisting the Chief in leading an organization through a time of change in societal expectations and approaches to policing. While this position will not be without its challenges, the candidate selected for this position will have the ability to make impacts that will last long beyond his/her tenure.

The Community

The City of Vallejo is located in Solano County and has a population of approximately 121,000 residents. Vallejo is a rapidly changing, highly diverse community located midway between the cities of Sacramento and San Francisco. It is a friendly, active waterfront community that attracts innovative, hardworking people and takes great pride in its 151-year history and maritime heritage. Residents of Vallejo are situated to take advantage of the best of what the area has to offer. Golf, museums, performing arts boutique shopping, brewpubs, and a wide selection of restaurants are all available in Vallejo.

Residents and visitors alike enjoy Vallejo's delightful historic downtown area, weekly downtown farmer's market, and beautifully restored Victorian homes and business facades. Vallejo is also home to Six Flags Discovery Kingdom, one of America's only combination wildlife, oceanarium, and theme parks.

CITY GOVERNMENT

Vallejo is a full-service charter city with a fiscal year 2020-2021 total budget of over \$235 million, with a General Fund of approximately \$110 million.

The City has an authorized staff of 600+ FTEs in the following areas: Administration (Finance, Human Resources, Information Technology), Operations (Police, Fire, Public Works, Water Utilities), Community and Economic Development, City Manager's Office, and City Attorney's Office. Vallejo has a Council-Manager form of government with the Mayor and six- Council Members elected by district for four-year overlapping terms.

Vallejo City Council has adopted the following goals and priorities:

- Ensure financial stability of City Government
- Support the safety and well-being of our community
- Promote robust economic development
- Invest in, sustain and plan future infrastructure
- Provide for organizational stability and efficient government

THE DEPARTMENT

As an integral part of the community, the Vallejo Police Department is committed to providing a highly professional, ethical, and quality Police service. The proud men and women of the Department are dedicated to maintaining law and order by proactively addressing crime, protecting welfare, property, and the rights of all people. In partnership with the community, community groups and other city departments, the Vallejo Police Department continually endeavors to improve its service, making Vallejo a safe place to live, work and visit.

In 2019, the City of Vallejo and the Vallejo Police Department launched its reform efforts by seeking the outside guidance of policing experts from the OIR Group. We have also signed an agreement to collaborate with the California Department of Justice to seek their expertise, resources, and oversight as we continue to implement reform.

The City of Vallejo and Interim Police Chief, Jason Ta, are dedicated to reforming our Police Department, building trust and positive relationships with the community and reducing crime – utilizing 21st Century Community Policing methodologies. As we make new investments in our police operations and roll out new policies, we find it necessary to have additional support for Chief Ta at the executive level to achieve success.

Our MISSION

The mission of the Vallejo Police Department is to serve the community of Vallejo through fair and impartial policing by reducing crime and the fear of crime while building strong community partnerships for a safer Vallejo.

IDEAL CANDIDATE

The ideal candidate will exemplify the Vallejo Police Department's core values:

EMPATHY · COLLABORATION · DIVERSITY & INCLUSION · SAFETY · RESPECT · INTEGRITY · SERVICE · HUMILITY · WELLNESS · COURAGE

They will be able to demonstrate the ability to inspire confidence and trust of Department staff, City officials, and community members. They will be approachable, responsive, confident, and trustworthy.

They will demonstrate a personal commitment to engaging community members and forming relationships based on understanding and compassion and will encourage the same in all members of the Police Department.

The ideal candidate will have knowledge of where the department is now, how it got here, and the direction it is moving. In addition, they will be an effective manager, focused on best practices for accountability and policy development with the command presence and experience to build a culture of trust, respect, credibility, and confidence within the Department. The ideal candidate must have outstanding communication skills whose approach is characterized by fairness, integrity, openness, honesty, and transparency.



Our VISION

The vision of the Vallejo Police Department is to deliver exceptional police service to the community of Vallejo. As protectors and champions of the Constitution, we will safeguard the sanctity and dignity of human life by partnering with the community to create and sustain safe places for people to live, work, and play.

COMPENSATION

The City provides an attractive compensation package that includes a competitive annual salary range of **\$186,888— \$227,163.46**

** 2% cost of living increase July 1, 2022

BENEFITS

Some of our benefits include the following:

Retirement: The City participates in CalPERS with a 2.7% at 55 formula for Classic Employees, with an employee contribution of 9%. For employees covered under PEPR, the retirement formula is 2% at 62, with an employee contribution of 7%

Deferred Compensation: The City offers voluntary 457b plan and a 401a plan matching up to 1% of the employee's annual pay

Dental: Delta Dental Plan of California (City pays premium)

Vision: Vision Service Plan –VSP (City pays premium)

Vacation: 10 working days (0-3 years of service); 15 working days (3-9 years of service); 20 working days (9-15 years of service); 25 working days (15+ years of service)

Admin leave: 80 hours per calendar year (pro-rated for new hires)

Paid Holidays: 12 paid holidays per year

Sick Leave: 1 day for each full month of employment (8-hour day)

Life Insurance: The City offers 2x the annual salary to \$250k at no cost to the employee and voluntary supplemental life and AD&D insurance plan Flexible Spending Account (FSA) - Offered to employee and eligible family members.

** The City of Vallejo is a Social Security participant



APPLICATION PROCESS

If you are interested in applying for this exciting opportunity, or for more information, please visit our website at governmentjobs.com/careers/vallejo.

Only online applications will be accepted.

Candidates must attach the following to their online application for it to be considered complete:

- A cover letter
- Resume
- 3-5 professional references

The job posting will remain open until filled.

The first review of applications will be completed the week of **November 21, 2022**. Interested applicants are encouraged to apply early.

Applications will be screened after the final filing date, and the most qualified candidates will be invited to move forward in the selection process.

