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In summary, the ACM will be innovative in assisting the City Manager and the respective departments on the delivery of public safety services and addressing important issues while, at the same time, having the courage and willingness to take reasonable risks to guide the organization to new levels of achievement.

Qualifying Education and Experience

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Compensation and Benefits

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To Apply

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Interested and highly motivated candidates may also stop by to introduce themselves and inquire about a preliminary interview while attending:

- League of California Cities Conference
  Long Beach, California
  September 12-13, 2018
  Visit Booth #643 – Ms. Heather Renschler, Project Director

- International City / County Management Association Conference
  Baltimore, Maryland
  September 22-25, 2018
  Visit Booth #333 – Ms. Heather Renschler, Project Director
An Outstanding Career Opportunity
The City of Sacramento is seeking a strong manager and a collaborative/innovative leader with well-honed executive leadership skills to serve as the Assistant City Manager – Public Safety (ACM). This position requires government experience at a senior level with a track record of working on complex policy and community-based issues as well as law enforcement experience. This position will be extensively involved in public safety, quality of life issues and the overall well-being of the Sacramento community. This national search effort is currently underway with an additional emphasis on candidates who have the broad range of experience and a depth of knowledge across a spectrum of areas, preferably in California.

This position will serve as an advisor to the City Manager and elected officials on the broad range of issues and topics that are compassed by public safety activities for a large urban and diverse metropolitan community. As it stands currently, the ACM will also be involved on a regional basis with related issues such as homelessness/transition population, drug use, mental health issues, youth services, and emerging issues involving the legalization of cannabis, cultivation facilities, and distribution sites. Importantly, the ACM will strategically formulate policy and drive decisions through the appropriate channels for review and updates of policy and long-range planning for improvements to police and fire.

The ACM will also represent the City Manager’s Office at City Council meetings, intergovernmental meetings, and other various community and board meetings. There is a high expectation that this position will be innovative in identifying, promoting, and advancing public safety and youth initiatives.

The ideal candidate will appreciate the Sacramento community for its quality of life, sound leadership, and a City comprised of skilled and dedicated employees. This inspiring leader will understand the diverse and varied community and business needs while, at the same time, ensure a culture of fair and principled leadership within the City of Sacramento.

Sacramento – A Great Place to Live, Work, and Thrive!
Sacramento has become one of America’s great cities. The City has grown to become the 6th largest city in California and has been called the “Farm-to-Fork” Capital for the area’s critically acclaimed, locally sourced food scene. Sacramento and the greater metropolitan area have incredible momentum. It is home to over 480,000 residents in the City proper, along with 1.9 million in the surrounding cities and counties, making the region the 27th largest metropolitan area in the nation. The community is one of the most culturally diverse of all American cities with a blend of residents, businesses, and students from many ethnic cultures and backgrounds.

Sacramento’s culturally rich residents include Hispanic (26.9%), Asian (18.3%), African-American (14.6%), Pacific Islander (1.4%), Native American (1.1%), and Caucasian (34.5%). The City also has the seventh-largest LGBTQ population among major American cities.

Sacramento ranks high in quality of living, is richly diverse, and is strategically located between the Pacific Ocean (San Francisco) to the west and the Sierra Nevada Mountains (Lake Tahoe) to the east. Sacramento’s location provides both exciting city expeditions and natural scenic journeys within a short driving distance in a region that offers features attractive to those with an active lifestyle. Located at the confluence of the Sacramento and American Rivers, recreational opportunities are abundant including hiking, biking, water-skiing, boating, fishing, golfing, and exceptional winter activities – all located within an easy drive.

The Sacramento region boasts over 30 theaters, museums, and more. Sports fans will also enjoy the local teams including the NBA’s Sacramento Kings, playing in the high-tech and green arena and a bustling and vibrant downtown; the USL’s Sacramento Republic Football Club; and Triple-A Sacramento River Cats. Additionally, educational opportunities are plentiful with many community college and four-year university programs.

City Government
Sacramento is a charter city operating under the council/manager form of government. The City Council consists of nine members, eight elected by district and a directly-elected Mayor, who serve overlapping four-year terms. The City Council is the legislative body responsible for the overall policies and direction of the City. The Council appoints four Charter Officers: City Manager, City Attorney, City Clerk, and City Treasurer. The Council also appoints the City Auditor and the Independent Budget Analyst.

Mr. Howard Chan was recently appointed to the position of City Manager in 2017.

Sacramento provides a full array of municipal services including public safety (police, fire, and emergency medical response), community development, economic development, public works, utilities, convention and cultural services, parks and recreation, and the traditional internal management support functions (finance, human resources/labor relations, information technology, and legislative affairs). The City’s total budget for 2017/18 is $1 billion and the City has 4,469.95 full-time equivalent positions.

Position Overview
The position of Assistant City Manager – Public Safety is an at-will appointment and serves at the pleasure of the City Manager. The newly selected ACM will assist the City Manager in addressing a variety of issues that are directly associated with three key departments:

- Police
- Fire
- Youth, Parks & Community Enrichment

Key Duties and Responsibilities

Unique to this position will be the responsibility of strategically aligning progressive and innovative solutions with the broad area of public safety concerns that impact the Sacramento community. More specifically, this will include, but not limited to:

- Provide recommendations and advice to the City Manager, City governing bodies, committees, and department heads concerning pending and mandated legislation, planning, operational, fiscal, and personnel issues;
- Update and provide on-going status reports on programs and issues involving City departments and development of City-wide programs and policies;
- Represent and confer with the public, stakeholder groups, faith community, business groups, chambers of commerce, and civic groups on interpretations of City practices, services, and policies; attend community meetings and forums; present findings during public meetings;
- Identify future trends/issues and formulate proposals for action;
- Confer with representatives of County, State, and Federal agencies on matters pertaining to the activities of City government; negotiate and facilitate agreements between City departments and outside agencies, consultants, stakeholder groups, and other private organizations;
- Assist the Chief of Police; Fire Chief; and Director of Youth, Parks and Community Enrichment on the reviews of policy, plans, legislative mandates, and proposals that impact the community’s health and safety;
- Provide direction and leadership to subordinate executives and managers regarding general and specific administrative issues of concern in areas such as planning, budgeting, programming, staffing, and organizing their departments’ divisions;
- Address inquiries and resolve complaints; participate on committees and boards and in community activities including attending a range of community and public meetings, conferences, and workshops; and
- Serve as Acting City Manager when designated in the absence of the City Manager and make administrative decisions as necessary including facilitating agenda preparation for City Council meetings, briefings, and staff meetings.

Desired Characteristics

This executive will have an engaging professional personal leadership style that demonstrates confidence, strength of character, exceptional communication skills, and a strong sense of purpose. Additionally, the ACM will be considered a progressive leader in municipal government with a strong commitment to public service and a true desire to serve a diverse population in Sacramento.

The City of Sacramento is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.
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