Staff Relations and Development – The new Chief of Police must have the ability to establish and maintain a professional relationship with employees and employee groups as well as be committed to their professional development.

Fiscal Responsibility – The Chief of Police will manage the budget of this vital department of the City of Shafter and, thus, must be skilled in its management and responsible in its execution.

Minimum Qualifications

Any combination of experience and education that could likely provide the required knowledge, skills, and abilities are qualifying. A typical way would be:

Education – A Bachelor’s degree in Criminal Justice, Public or Business Administration, or a related field from an accredited college or university. Master’s Degree is highly desirable as is completion of advanced police management coursework such as the FBI National Academy or California POST Command College.

Experience – Seven years of extensive, progressively responsible law enforcement supervisory and administrative experience, preferably in a municipal police department or other public agency.

Substitution – An equivalent combination of education, training, certifications, and experience may be substituted for the above requirements.

POST Background – The selected candidate will also be required to successfully pass a qualifying medical, psychological, and extensive background screening procedure consistent with California POST regulations.

Compensation

The salary for this at-will executive position will be dependent upon qualifications. The salary range is currently under review and is regionally very competitive and comparable to other City Department Directors. The City of Shafter does participate in Social Security. In addition, the salary is supplemented by a very generous benefit program that includes CalPERS Retirement as follows:

- CalPERS Retirement:
  - New (PEPRA) Members – 2.7%@57 Safety Plan, Employee pays 50% of annual normal cost rate; currently 11.5% AND receives an 11.5% premium to offset this cost.

To Be Considered

Candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, current salary, and a minimum of five work related references via email to apply@ralphandersen.com; References will not be contacted until mutual interest has been established. Candidates are asked to apply no later than June 27, 2016.

Ralph Andersen & Associates will conduct preliminary interviews as applications are received. The first review of resumes by the City of Shafter will take place in early July 2016. On-site interviews will be held in mid-July 2016. It is anticipated that the selected Chief of Police will take office at a mutually agreeable date before September 15, 2016.

This is a highly confidential search process. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Chief Gary Peterson (Retired) at (916) 630-4900.
An Outstanding Opportunity

The City of Shafter, California has an exciting career opportunity for a progressive law enforcement professional to serve in the position of Chief of Police. Ideal candidates must be of the highest integrity and have a record of progressive, responsible, and dynamic leadership experience. The selected candidate will be a visionary leader and possess excellent interpersonal problem solving, fiscal, and management skills. The next Chief of Police will have significant experience in community engagement, organizational development, and modern policing techniques. This at-will executive position reports to and is appointed by the City Manager in consultation with the City Council.

The Community

Incorporated in 1938, the City of Shafter enjoys a small town atmosphere and residents take pride in the City’s rich history through numerous community events, festivals, and museums. Shafter is located in Kern County, adjacent to the northwest boundary of the more urbanized City of Bakersfield. Approximately 18,048 residents live within the current city limits which encompasses nearly 28 square miles. Future annexations will increase the City’s area to more than 38 square miles. Shafter started as a loading dock along the Santa Fe Railroad right-of-way. Named after General William Rufus Shafter who commanded US Forces in Cuba during the Spanish–American War, Shafter is home to Minter Field, the US Army Air Corp that had significant air operations starting in June 1941 and saw heavy action during World War II. Today, Minter Field is publicly owned, administered by the Minter Field Airport District, and serves as an industrial center and airport for crop dusters and private aircraft. The Minter Field Museum is maintained on location at the airport. The Shafter Historical Society maintains the Shafter Depot Museum, which emphasizes various aspects of the daily lives of Shafter residents in years past. The Green Hotel museum contains a wonderful collection of period furnishings and artifacts. The Green Hotel museum contains a wonderful collection of period furnishings and artifacts.

The Shafter Police Department

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The Position

The Chief of Police leads the Shafter Police Department in providing police services that enhance the quality of life for those that live, work, and visit Shafter. The Chief of Police oversees a Department staff of 37 full-time employees (including 24 sworn and 13 non-sworn support personnel), with an annual operating budget of $5.1 million.

Key duties and responsibilities of the Chief of Police include:
- Lead in developing and directing the implementation of goals, objectives, policies, procedures, and work standards for the Police Department;
- Plan, organize, coordinate, administer, direct, and evaluate the work of assigned staff;
- Implement management systems, procedures and standards for the Department;
- Analyze operational and service demands and devise plans and procedures;
- Develop specific proposals to address the long-range needs of the Department;
- Confer with citizens and City officials on law enforcement issues and policies, and report progress to the City Manager and City Council;
- Identify operational needs and costs and prepare and manage budget;
- Recruit, select, train Department personnel, and implement retention strategies; and
- Develop and maintain cooperative relationships with outside agencies and coordinate police services.

Key Challenges and Opportunities

The selected candidate will need to utilize progressive and innovative community policing methods to address community issues in Shafter. While the community enjoys a low to moderate crime rate, it is not without policing challenges and opportunities:
- The new Chief has a significant opportunity to lead a strong and cohesive team that is focused on providing superior service to the citizens of Shafter. Effective recruitment strategies and retention techniques are key to maintaining and improving department cohesiveness. Making the Shafter Police Department a rewarding organization to work in is a high priority.
- The Shafter Police Department will see significant growth in the coming years. As the department expands, the new Chief will have the opportunity to evaluate and improve the department structure, chain of command while balancing the needs of current staff.
- The Department is known for having an abundance of training opportunities. The new Chief of Police is expected to continue this practice and create opportunities for additional specialized assignments to further develop and expand staff competencies.
- Shafter is a tight-knit community and it will be imperative for the Chief of Police to be highly visible and engaged in the community to gain the public’s trust and respect. Department representation at community events is a tradition the City Council wishes to continue.
- Petty crimes and substance abuse issues provide the majority of the workload for the Department with violent crimes occurring less frequently.

The Ideal Candidate

The ideal candidate will be a progressive, innovative, and experienced individual, who can develop an organizational culture of continuous improvement while being well versed in contemporary policing issues and methods. He or she will have the ability to communicate well at all levels and connect with community members to gain their trust. The ideal candidate will place high value on community engagement and will leverage those relationships in a way that maximizes the performance of the Shafter Police Department. Important personal and professional qualities the City is seeking in the new Chief of Police include:
- Integrity – The ideal Chief of Police will set department standards for conduct and quality of work to ensure accountability at all levels of the organization.
- Active Leadership – The Chief’s Office will be active beyond its doors and its leadership will be evident within the Police Department and the community.
- Communication – Excellent and abundant communication skills are essential, both written and verbal.
- Progressive Spirit – The ongoing awareness of progressive policing methods will allow the Chief of Police to lead the Department using proven and effective solutions.
- Proactive Problem Solver – The ideal Chief of Police will inspire officers and staff to solve problems, recommend actions, and strategize solutions designed to prevent problems from occurring rather than reacting to singular incidents.
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The City owns and operates the City of Shafter Rail Facility that has more than 19,500 feet of track connecting rail lines to tenants in the only industrial park served by rail in the southern San Joaquin Valley. With infrastructure in place, job growth and housing demand is steadily increasing, adding revenue and residents to the City.

The City of Shafter participates with local schools and the county in the award winning Shafter Education Partnership that supports educational excellence in the community. The Partnership has opened a learning center and a computer lab that offers students of all grades classes ranging from French to Calculus. English classes are also offered for adults.

With six parks totaling over 38 acres for local residents to use, there are plenty of recreational opportunities available to the public. Shafter citizens of all ages enjoy outdoor recreation activity and a variety of programming options through the Shafter Recreation & Park District.

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