

The City of Watsonville is situated in the heart of the Monterey Bay in the lush Pajaro Valley. Midway between the cities of Santa Cruz and Monterey, Watsonville is only 95 miles south of San Francisco. The City is noted for its thriving agricultural and flower industries. More strawberries and long stem roses are produced in Watsonville than in any other region in the country. The City's economy has been diversifying with the influx of electronics, light manufacturing and high tech service firms, construction in addition to the establishment of distribution centers for non-agricultural products.

The City's close proximity to the ocean and redwoods provides a variety of recreational and sightseeing activities. The high quality of life, temperate climate, beautiful countryside, and strong sense of community make Watsonville an attractive place to live, a fact that is proudly attested to by its approximately 52,508 residents.

Qualified applicants are encouraged to submit a completed and signed City application to:

**City of Watsonville Human Resources Office**  
275 Main St., Suite 400  
4th Floor  
Watsonville, CA 95076  
Phone: (831) 768-3020  
Fax: (831) 761-0736  
[www.cityofwatsonville.org](http://www.cityofwatsonville.org)

**Filing Deadline: Thursday, November 17, 2016  
at 5:00 p.m. (No postmarks accepted)**

***The City of Watsonville  
Invites Your Application  
For***

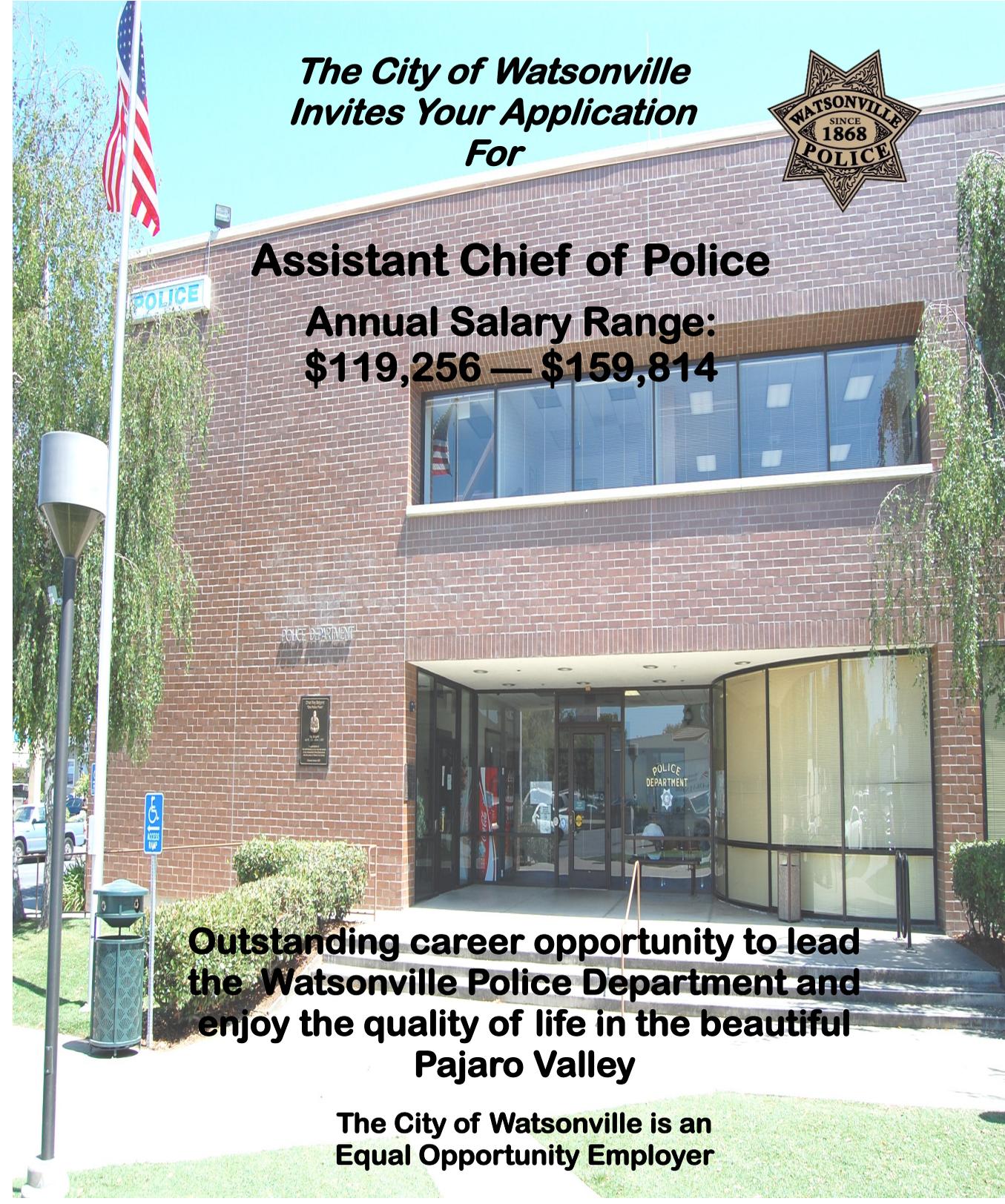


**Assistant Chief of Police**

**Annual Salary Range:  
\$119,256 — \$159,814**

**Outstanding career opportunity to lead  
the Watsonville Police Department and  
enjoy the quality of life in the beautiful  
Pajaro Valley**

**The City of Watsonville is an  
Equal Opportunity Employer**



**The ideal candidate** for Watsonville's Assistant Chief of Police will have a broad and varied professional background with experience in diverse communities with the ability to assist in leading a professional law enforcement agency engaged in proactive community policing.

The ideal candidate will also:

- Assist the Police Chief in planning, implementing and directing the services and activities related to the delivery of Police Department operations.
- Establish strategies and programs to meet department operational objectives; recommend and administer new policies and procedures.
- Succession planning and leadership development.
- Prepare and present reports to the City Council, community groups and outside agencies.
- Ensure City personnel/department policies and employee labor agreements are implemented and applied consistently throughout the department.
- Oversight of internal affair process, discipline proceedings, discipline review panels, etc.

## **Qualifications**

**Successful candidates will possess knowledge of:**

- Advanced principles and practices of crime prevention and law enforcement programs and services, including criminal investigations, patrol, traffic control, care and custody of persons and property, and environmental protection.
- Leadership and management principles and practices related to administration of a municipal police department.
- Federal, State and local laws, ordinances, codes and regulations, recent court decisions and Legislative updates.
- Principles and techniques of municipal budget administration.
- Research and analysis reporting methods and procedures.
- Use of firearms and other policing equipment.
- Principles of personnel management including performance evaluation, performance improvement, discipline and employee/labor relations.

**And the ability to:**

- Implement a core value system that incorporates honesty, integrity and ethical behavior in order to establish a foundation of credibility and trust.
- Have a strong command presence.
- Effectively interact with policy makers.
- Apply technical knowledge in a critical, time-sensitive manner and make appropriate decisions in the enforcement of law and order.
- Analyze problems; identify alternative solutions, anticipate consequences of proposed actions and implement recommendations in support of goals.
- Interpret and apply City and department policies, procedures, rules and regulations.
- Provide leadership to a diverse work force; encourage and motivate subordinates to deliver high quality work; effectively supervise, train and evaluate the work of subordinate personnel.
- Ability to develop trust and confidence with employees, other managers and the public.
- Exercise judgement and act quickly and calmly in emergency situations.

- Stay abreast of innovations and standards in the field of law enforcement management.
- Perform complex analyses and recommend solutions.
- Encourage the flow of ideas and cooperative solutions that require prompt action.

## **Education and Experience**

*Minimum Qualifications at Time of Application:*

**Education:** Possession of a Bachelors degree from an accredited college or university in criminal justice, law management, public administration or other related field. A Master degree is desirable.

**Management School** required, such as SMIP, FBI National Academy, POST Command College or equivalent.

**Experience:** Fifteen or more years of progressively responsible law enforcement work experience, including six years combined managerial and supervisory experience, three of which must be at the level of Police Lieutenant or above.



## **Assistant Chief of Police Description**

### **DEFINITION:**

To assist the Police Chief in administering a variety of program and services designed for the maintenance of law and order and projection of life and property within the City of Watsonville. The Assistant Chief of Police will act as a Police Chief in his/her absence.

**EXAMPLES OF DUTIES:** Duties may include, but are not limited to, any combination of the following:

- Participates in the development and implementation of annual departmental goals.
- Participate in professional and public meetings and organizations, department staff meetings, special committees and task forces.
- Implement staff training programs and standards.
- Recommend and coordinate with subordinate supervisor on employee recognition, discipline and termination.
- Analyze crime/arrest reports, trends and related data; review daily, weekly, and monthly statistical crime, traffic and parking reports.
- Participate in the development of the department budget including the forecast of revenue, expenses and funded needed for staffing, equipment, materials and supplies.
- Guide subordinate managers in developing and administering division and unit budgets.
- Oversight in the maintenance of the police fleet.
- Responsible for maintaining an effective community relations program.
- Maintain confidentiality of medical, personnel and other privileged information.
- Perform the duties of the Police Chief, when assigned.

## **Certifications Required**

**The selected candidate will possess** at time of hire and continued maintenance a valid State of California Drivers License and safe driving record and possession of a P.O.S.T. Management Certificate.

## **Management Benefits**

The City of Watsonville provides a generous benefit plan including:

**Salary:** \$119,256 - \$159,814/Annually. Appointment may be made within the range for this position depending upon the qualifications of the person selected.

**Retirement:** The City is a member of the Public Employee's Retirement System (PERS) 3% at 55 plan for classic employees and PEPRA for new PERS members.

**Medical:** The City offers excellent medical, dental and vision benefits for the employee and dependents. Employees accrue 15 days of sick leave per year.

**Vacation and Holidays:** Depending on the length of service, from 12 to 20 vacation days per year are earned. There are also 13 paid holidays per year.

**Administrative Leave:** Management employees receive (11) eleven days per year. Unused administrative leave as of June 30th is paid out to employees.

**Life Insurance:** \$50,000

**Long Term Disability:** City paid LTD insurance.

**Bilingual Pay:** Spanish/English-\$250/month stipend may be available depending on the needs of the department.

