



Chief of Police

City of Newport Beach





THE COMMUNITY

Newport Beach is a coastal community located in the center of Orange County, in the heart of Southern California, with Los Angeles County to the north and San Diego County to the south. In terms of population, Orange County is the third largest county in California and the sixth largest in the nation. The City's population is currently 86,874, with the potential of an additional 5,000 residents in the next 5-10 years. With beautiful beaches and exclusive shopping and dining, Newport Beach offers one of the most attractive communities on the West Coast.

Newport Beach is known for its "villages," each with its own distinct character and appearance: *Balboa Peninsula* (the Peninsula or Balboa), is a three-mile stretch bordered by Newport Harbor and the Pacific Ocean. Here you can find local spots, such as "the Wedge," arguably one of the best bodysurfing sites in the world, the Boardwalk, Marina Park, Dory Fishing Fleet; where local fishermen bring in fresh seafood daily, Balboa Fun Zone, historic Balboa Pavilion; established in 1906, and the Balboa Ferry. *Newport Coast* is comprised of newer homes, upscale hotels, Pelican Hill Golf Course and Resort, and Crystal Cove State Park, a popular hiking destination with more than a dozen restored 1930s-era vacation cottages that can be rented year-round. Balboa Island (the Island) is lined with quaint shops, art galleries, restaurants, and a great walking path that circles its perimeter. *Newport Center/Fashion Island* contains high- and mid-rise office, medical and residential buildings, hotels, the famous Fashion Island shopping center, and is a five-minute walk from Newport Beach's Civic Center.

CITY GOVERNMENT

Newport Beach was incorporated September 1, 1906. The City Charter was originally adopted in 1954, but has been updated and amended over time to stay current with best business practices and modernization. The City operates under a City Council/City Manager form of government. The City Council includes a mayor and six members, who are elected by district and voted on by the population as a whole. They serve up to two, four-year-staggered terms. The governing Council is responsible for creating policies, passing local ordinances, adopting the budget, appointing committees and hiring the City Manager, City Attorney, and City Clerk.

City of Newport Beach

The City of Newport Beach is a full-service city providing its residents and visitors with the following functional services: general governance, legal, financial, information technology, and administrative management; police, fire, paramedic, lifeguard, and emergency medical transport services; engineering, construction, and maintenance of public facilities, public streets, beaches, and parks; planning, zoning, and economic development services; building inspection, plan check and code enforcement services; libraries and cultural and arts services; recreation and senior services; and water, wastewater, and street light utility services. The City provides water and wastewater service to most areas within city limits, but it does not provide gas, cable television, electrical, or other utility service. Public elementary and secondary education is provided by the Newport-Mesa Unified School District and the Laguna Beach Unified School District.

THE POLICE DEPARTMENT

The Police Department is committed to providing quality public safety services with the highest levels of professionalism and skills. Our employees are known for their exceptional customer service and customized approach to engaging the community through social media, public education, and other opportunities for exchange of information. The Department enlists residents and business owners through various programs to help reduce the potential for property crime, while still affirming the comfort and relaxed pace of a safe community. Our residents, businesses, and visitors each bring a different dynamic to law enforcement and we take pride in being recognized as an extension of those we serve.

The Newport Beach Police Department includes traffic, patrol, detectives, animal control, dispatch, jail operations, records, public information, community engagement, emergency preparedness, school resource officers, and more. There are approximately 140 sworn and 80 non-sworn positions in the Department.



Chief of Police

THE IDEAL CANDIDATE

City Manager Dave Kiff is seeking candidates with a management style based on collaboration, innovation, and achieving positive results for and with the executive management team and City departments.

A strong candidate will be:

- An approachable and accessible person who values a collaborative process involving other city staff, City Council, and the community;
- A results-oriented administrator who stays calm under pressure and thinks critically and strategically;
- A forward-thinking person who values creativity and supports innovation;
- A champion of organizational efficiency;
- A strong work ethic, high integrity, credibility and trustworthiness who operates transparently in an open government; and
- A person who has already or who will take the time to become thoroughly acquainted with the organization as well as the history and culture of the community.
- A qualified candidate must have seven years of increasingly responsible managerial and supervisory law enforcement experience, including having achieved the rank of Captain, Deputy/Assistant Chief or above.
- A bachelor's degree in criminal justice, law, management, public administration, business administration or a closely related field is also required. A master's degree is desirable.

THE COMPENSATION AND BENEFITS

- The salary for the Chief of Police is \$153,987 - \$230,939 annually. Placement in the range will depend on qualifications.
- City provided vehicle.

- Retirement – The City of Newport Beach is a member of the California Public Employee Retirement System (CalPERS) plan, which offers reciprocity between agencies. Classic employees receive a defined benefit pension based on the 3% at 50 formula, classic tier II employees, who have been in the CalPERS system and are new to the City of Newport Beach, will receive a 3% at 55 formula, employees new to the City and CalPERS, and do not belong to a reciprocal agency of CalPERS, will receive our Tier III formula of 2.7% at 57.
- Our CalPERS contract provides the 4th Level 1959 Survivor Benefit, \$500 Lump Sum Death Benefit, Military Service Credit, 2% Cost of Living Adjustment and the pre-retirement option settlement 2 death benefit (Section 21548).
- Health Insurance – The City provides PEMHCA (PERS) health, dental and vision insurance accompanied by a cafeteria plan which entitles employees to purchase benefits or convert some cash back to taxable income. We have various plans to choose from.
- IRS Section 125 Flexible Spending Account Program – Employees are authorized to reduce taxable income for payment of allowable expenses such as child care and medical expenses.
- Life Insurance – The City provides life insurance for all regular, full-time employees in \$1,000 increments based on annual salary up to \$50,000.
- Section 457 Deferred Compensation Plan – Optional for employee contribution.
- Flex Leave Program – a leave bank which encompasses sick and vacation leave. Executive Management employees earn 28.5 days per year.
- Administrative Leave – Up to 80 hours of leave per calendar year authorized by the City Manager.
- Holidays – Twelve holidays, which includes one annual floating holiday. Four of these holidays are pensionable if elected to be taken in hours.
- 9/80 Work Schedule.
- Technology Allowance – Monthly smart phone plan and equipment stipend.

Chief of Police

THE SELECTION PROCEDURE

Please visit our City's website to apply on-line and to view the full description of the position and its requirements at www.newportbeachca.gov. Candidates must include a cover letter expressing their interest and the knowledge, skills and experience that they would bring to the position, a resume, writing sample (such as a staff report), salary history, and five professional reference contacts along with the on-line application.

Application Deadline: January 28

The final filing date for this recruitment is January 28, 2016 at 5 p.m. The selection process will begin with a complete evaluation of the application and supplemental materials. Candidates deemed the most qualified will be invited to an oral interview and/or assessment, tentatively scheduled for March 3, 2016. that will measure the candidate's combination of experience, training, knowledge, education, skills; abilities and other characteristics. The selected candidate will undergo an extensive background process including polygraph, criminal history, credit history, driving record, military record, civil records check, past & current employers, drug and alcohol abuse, education and reference checks. Please contact Human Resources at (949) 644-3256 if you have any questions.



The City of Newport Beach is an equal opportunity employer and does not discriminate on the basis of any class protected by law.

City of Newport Beach
100 Civic Center Drive
Newport Beach, CA 92660
www.newportbeachca.gov

