

The City Of
Antioch
California



ANTIOCH
CALIFORNIA
OPPORTUNITY LIVES HERE



We Are Now Accepting
Applications For The Role Of

Chief of Police



The City

The City of Antioch was incorporated in 1872 as a General Law City operating under the City Council / City Manager form of government. The City Council is responsible for adopting ordinances, resolutions, and the budget, appointing commissions, and committees, and hiring the City Manager and City Attorney. The City Manager is responsible for implementing the council's policies, ordinances, and directives, overseeing the City, and appointing the directors of the City's departments. Antioch is a suburban city providing quality police, water, streets, parks, engineering, planning, and administrative services. The City of Antioch has a population of approximately 115,000 and covers roughly 30 square miles. Antioch is the second largest city in Contra Costa County.



The Department

The City has a full-service Police Department that provides law enforcement services 24 hours a day, seven days a week. The mission of Antioch Police Department, in partnership with the community, is to promote the quality of life in Antioch by proactively reducing crime with integrity and commitment to excellence. The Antioch Police Department is divided into two divisions, Support Services and Field Services. The Support Services Division consists of Administration, Investigations, Communications, Animal Services, and Police Records. The Field Services Division consists of Community Policing, Traffic, Prisoner Custody, and Volunteer Programs.

The Chief of Police is hired by and reports to the City Manager. The Department's budget this fiscal year is \$56, 892,002. The Department is funded for a Police Chief, 2 Police Captains, 6 Lieutenants, 11 Sergeants, 7 Corporals, and 88 Police Officers. The Department is funded for 59 civilian staff who provide support to the operations of the Police Department including Dispatch services.



Ideal Candidate

We are seeking a police chief who is deeply committed to fostering community trust, engagement, and safety. The ideal candidate will be a seasoned leader with a proven track record of building strong, collaborative relationships with diverse communities and stakeholders. A champion of ethical policing, they will prioritize transparency, accountability, and fairness in all aspects of law enforcement, ensuring that every member of the community feels heard, respected, and protected. Their leadership style will center on open communication, empathy, and a deep commitment to understand the unique needs and challenges of the community they serve.

This candidate will bring extensive experience and a forward-thinking approach to law enforcement, leveraging innovative strategies to enhance public safety while maintaining a firm commitment to human rights and dignity. As a change agent, the Chief will be dedicated to evolving the department, creating a culture of continuous improvement, and



driving positive reform. Their integrity and unwavering ethical standards will guide their decision-making inspiring confidence in both the department and the public. Through strategic vision and strong leadership, the ideal police chief will not only respond to challenges but proactively shape the future of policing in a way that strengthens the community and ensures lasting trust.



Experience and Training

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience: Five years of professional police experience, with at least three years at the command level.

Education: A Bachelor's degree from an accredited college or university in police science, public administration, sociology or a related field. A Master's Degree is preferred.

License or Certificate

Possession of a valid California State Drivers License.

Possession of an Advanced POST Certificate.

Possession of a POST Management and/or Executive Certificate.

Graduation from the FBI National Academy and Command College preferred.



Summary of Benefits

The City of Antioch has cultivated a strong collaborative culture, offering a generous compensation and benefits package, and a salary range between **\$18,821 - \$22,876 DOQ/E**. This is an excellent opportunity for an experienced professional who is looking to make a difference in a robust region. Additional benefits may be negotiated with the City Manager.

Retirement: The City shall provide coverage at 3% @ 50 Formula for Safety members. In addition, the City shall provide Single Highest Year Compensation, Employee Paid Member Contribution (EPMC), 1959 level two survivor benefit, Military Service Credit Buy Back, and any other items for which the City has contracted effective with the start of this contract.

Effective the first pay period after March 1, 2017, sworn classic and legacy employees shall contribute a total of 12.0% of pensionable compensation (an additional 3.0%) on a tax deferred basis towards the City's CalPERS contributions for 3% at 50 safety plan. Sworn "PEPRA" employees, as defined by CalPERS, shall receive the CalPERS 2.7% at 57 safety retirement benefit formula.

Retirement benefits shall be based on the three year average final compensation formula. PEPRA employees shall pay 50% the normal cost for such retirement benefits on a pre-tax basis, as determined by CalPERS.

Vacation Leave: Fifteen days.

Sick Leave: Twelve days.

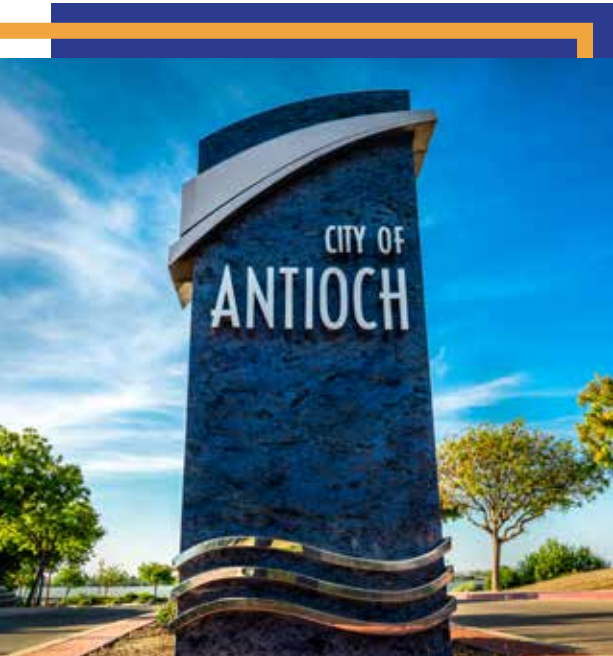
Administrative Leave: Twelve days.

Holidays: Thirteen holidays, and Three Floating Holidays.

Deferred Compensation: Five percent of base salary.

Health Insurance: Cafeteria-style benefits plan offers options for medical, dental and vision for employees and dependents.

Automobile Allowance: \$350 per month.



Application Process

CLOSING DATE | February 28, 2025

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:
apply@bobhallandassociates.com.

Please contact **Joe Gorton** at **(707) 628-6846** should you have any questions regarding this position or the recruitment process.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Manager. Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam. Apply today and be a part of an amazing team!

