

CITY OF
WINTERS
california
EST. 1875



Now Inviting Applications For
The Role Of

CHIEF OF POLICE



RECRUITING SERVICES PROVIDED BY **BH**
Bob Hall & Associates

THE COMMUNITY

Winters is a beautiful community of approximately 7,500 residents that is nestled at the gateway to Lake Berryessa. Located in Yolo County just 30 miles west of Sacramento and 50 miles east of San Francisco. Winters is an excellent place to live, raise a family, and enjoy an outstanding quality of life. Retaining the original small-town charm for its residents, Winters offers award winning restaurants, an entertainment venue featuring world-renowned musicians, a thriving art community and unique shops, wineries and a brewery, all within the heart of a rich agricultural region. A community that thrives on citizen involvement. Winters is home to Youth Day, an annual celebration of families and young people in the community.

The blend of historic buildings, foothills, beautiful views combine to make Winters a community of unparalleled charm and natural beauty. Winters is a general law city operating under a Council/Manager form of government. Incorporated in 1898, the City government provides a high level of municipal services, including police and fire service 7 days a week, parks, a recreation program and proactive administration, public works and community development departments. The 40+ member workforce enjoys close working relationships across departmental lines.

THE DEPARTMENT

The City of Winters Police Department is Allocated 11 positions: 1 Chief, 3 Sergeants, and 7 Officers (one officer assigned to investigations). The Department is supported by one Administrative Coordinator/Records Manager, two Community Service Officers – One serving ½ time property/evidence – One serving ½ time Code Enforcement, a Reserve Officer Program, and a Chaplain Program. The Police Department is a member of a joint powers agency (Yolo Emergency Communications Agency- YECA) that provides dispatching services. The Police Department combines proactive law enforcement techniques with a strong commitment to customer service.

The budget for the Department is approximately \$3,783,314. The City enjoys a low crime rate with approximately 9,600 calls for service per year. The Department provides security and traffic management for the City's many special events. The Police Chief is a key position on the City's executive team and reports directly to the City Manager. Responsible for directing all Police Department operations, policy setting, and policing priorities, the Chief is expected to proactively engage with police employees and the public for addressing organizational and community issues.

A key focus will be on community safety, public trust, and responsiveness to assure that community and organizational needs are being accomplished. The Department manages the efficient and effective use of fiscal resources, Department personnel, and processes. The goal is to promote and sustain a strong community partnership and problem solving efforts. The Chief manages the efficient and effective use of fiscal resources, Department personnel, and processes.





IDEAL CANDIDATE

The City of Winters is seeking a dynamic individual to serve as their new Police Chief. The ideal candidate will be a mentor capable of leading and motivating staff. The ideal candidate has strong verbal and written communication skills. Candidates who are able to communicate with people at all levels and have the ability to form partnerships are highly sought.

The City seeks a professional who recognizes this incredible opportunity of leading a small department in a community which is ready to support and welcome them. The ideal candidate will relish the chance to implement both their leadership and professional skills to help grow both the organization and themselves. Through leadership, high ethical standards, and the ability to serve as a role model and mentor, the new Chief will be "hands on" in the training and influence of the staff.

The new Chief should be a strong leader, setting high ethical standards and encouraging professional growth, development, and training. Candidates who believe in nurturing and empowering staff while promoting organization wide accountability are highly desired. The ideal candidate is forward thinking, pragmatic and practical, who will establish plans to fulfill the goals and objectives of the Department. The new Chief will inspire the Department to work together to create a more efficient working environment. Candidates who can demonstrate a proven track record of successful decision making and action are desired. The candidate will be able to identify key issues in complex situations, evaluate options, and initiate strategies for resolutions.

QUALIFICATIONS

Any combination of training and experience that provides the necessary knowledge, skills, and abilities may be qualifying.

A typical candidate will possess a bachelor's degree with major coursework in criminology, law-enforcement, social science, public administration, or a closely related field and five years of broad and extensive experience in all phases of municipal police work, including three years at the level of Sergeant or above, preferably in a municipal police department.

Candidates must possess a valid California class "C" motor vehicle operator license and Advanced POST certificate and be able to obtain a supervisory certificate.

Candidates must also be able to meet POST executive background, psychological, and physical requirements.

Candidates who are bilingual (Spanish) are encouraged to apply.





COMPENSATION AND BENEFITS

The salary for the incoming Police Chief is **\$129,300 - \$157,176** and is based upon qualifications. The City of Winters is in the process of a Classification and Compensation Study and this position is included in that review.

The City also offers an attractive benefits package including:

Retirement – Cal-PERS: “Classic” members 2% @ 50, employee pays 9% employee share. “New” members 2.7% @ 57 employee pays employee share currently 13.75%.

Health Insurance – Insurance includes medical, dental, and vision benefits. The City contributes up to \$2,517 monthly depending on plan and coverage level (EE/dependents).

Vacation – Years of Service Vacation Leave earned annually. Credit for prior public service will be considered.
0 through 3 years – 12 days
4 through 6 years – 15 days
7 through 9 years – 17 days
10 through 12 years – 20 days
13 through 16 years – 22 days
17 through 22 years – 25 days
23 plus years – 27 days

Sick Leave – Accrued at the rate of 96 hours per year.

Management Leave – 12 days per year.

Holidays – 14.5 paid holidays + 2 Floating Holidays per calendar year.

Deferred Compensation – 457 Savings Plans are available.

Life Insurance – Provided equal to two times annual salary.

City Vehicle – Provided.

Longevity Incentive – An employee who has completed five (5) consecutive years employment is eligible to receive a lump sum amount equal to one-half (1/2) month's base wage payable at the beginning of the sixth (6th) year and each year thereafter until the employee leaves City employment.

Social Security/Medicare – The City of Winters is a member of Social Security/Medicare. City pays employer share of 7.65% and employee pays employees share of 7.65%.



APPLICATION AND SELECTION PROCESS

First Review Date: January 3rd, 2025

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume 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 Council. Appointment is subject to completion of a thorough background and reference checks, and preemployment medical exam.

