



CITY OF EMERYVILLE, CA

INVITES YOUR INTEREST IN THE POSITION OF

POLICE CAPTAIN



THE COMMUNITY

The City of Emeryville has evolved from an industrial hub to the “downtown of the East Bay”. Once a town of industry, Emeryville today continues to evolve and grow into a modern, 21st Century urban community with retail, office, hospitality, and bio-technology and nanotechnology sectors. Modern, urban-style housing is now Emeryville’s new growth sector, with over 2,000 new housing units completed, planned, or under construction since 2001. Emeryville has a residential population of over 10,000, and a working population of almost 40,000. It is also home to over 2,600 businesses, including Cliff Bar, Novartis, Grifols, Leap Frog, IKEA, and the computer animation pioneer Pixar. The City offers excellent access and the advantages of an urban area—a thriving arts community, Bay Street retail and residential project, movie theatre, restaurants, and shopping. Emeryville has a school district which enjoys exceptional support and collaboration with Emeryville businesses and government. Emeryville is considered one of the fastest growing communities in the East Bay.

CITY GOVERNMENT

Emeryville is a charter city, situated in Alameda County, adjoining the cities of Berkeley and Oakland. The City was incorporated in 1896. Emeryville has a City Council/City Manager form of government with five Council members elected at-large for four year terms. Elections are held in even-numbered years, and the Mayor and Vice Mayor are selected by the Council members on an annual basis. The City Council also serves as the Successor Agency to the Redevelopment Agency.

Emeryville is a robust, full-service city with 152 FTE and an operating budget of approximately \$30 million. The City operates on a two-year budget cycle with alternate years focused on the Capital Improvement Program. City government enjoys the benefits of having a strong, tenured, and effective staff and management team. City Departments include Police, Community Services, Community Development, Public Works, City Attorney, Finance, Human Resources, City Clerk, and the Office of the City Manager. The City contracts with the Alameda County Fire District for its fire services.

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THE POSITION

The Emeryville Police Department prides itself on being an organization of professionals respected by law enforcement peers and fully responsive to the public safety needs of our community. The Department’s goals are to enhance the quality of life, seek solutions to problems, and nurture a sense of security within the community.

The Police Captain is one of two Command Officers for the department and reports directly to the Police Chief. This position is a career opportunity for an individual searching for a challenge and for professional growth. The incumbent will be responsible for planning, organizing, and directing the work of Lieutenants, Police Sergeants, Patrol Officers, and police technical support staff involved in a wide variety of duties, including the protection of life and property, enforcement of laws and ordinances, crime prevention and incident investigation, as well as for providing highly responsible and technical assistance to the Police Chief.

This is a classified position (Personnel Rules apply) represented by CAMP (Confidential, Administrative, Managerial and Professional Employees).

THE IDEAL CANDIDATE

The ideal candidate for this position will be responsible, flexible, proactive, and visible to the community. He or she will be open-minded and analytical in approach. The individual will be



knowledgeable and experienced regarding modern police management and will be an exceptional leader and creative problem solver with a positive, energetic attitude, and a managerial style that empowers staff, stresses accountability, and is results-oriented. The ideal candidate has a sense of mission and purpose in ensuring that the City of Emeryville continues to be a safe environment in which to live and work.



Candidates must have a combination of experience and training that would likely provide the required knowledge and abilities required of the Police Captain position. A typical way to obtain the knowledge and abilities required would be the equivalent to graduation from a four-year college or university with major coursework in police science, criminology, psychology, or business, with five (5) years of increasingly responsible experience in law enforcement, including at least three (3) years functioning as a Watch Commander in a patrol setting, as well as possession of an Advanced POST Certificate. Possession of a valid California Driver's License with a satisfactory driving record is required (and is an ongoing requirement).

COMPENSATION

The annual salary range for the Police Captain is \$155,724-\$182,820; placement within this range is dependent upon qualifications and experience. The City of Emeryville also offers an attractive benefits package, including: Classic PERS Members — 3% @ 55 (based on highest three consecutive years); Employee pays the 9% member contribution plus cost-sharing of 3%, totaling 12%; New Members 2.7% @ 57 PERS Plan (based on highest three consecutive years). Employee pays the 12.25% member contribution; 13 paid holidays; up to 10 days paid Administrative Leave per year (cash value); 15 days sick leave per year; 10 days paid vacation per year; family health insurance coverage (with medical premiums paid by City, capped and annually adjusted); City paid family dental and vision care premiums; life insurance;

long-term disability, and employee assistant program; voluntary participation in the ICMA-RC 457 and 401(a) deferred compensation plans and CalGOVEBA (a trust to defer on a pre-tax basis funds to cover eligible out-of-pocket health care expenses); and opportunities for professional growth including training and career development.

TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
December 2, 2016**

Following the closing date, resumes will be screened according to the qualifications outlined above. The

most qualified candidates will be invited to personal interviews with Bob Murray and Associates. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the City of

Emeryville. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Regan Williams at

(916) 784-9080

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