

# TAKE THE NEXT STEP IN YOUR CAREER TODAY WITH THE CITY OF EAST PALO ALTO!

The City of East Palo Alto is currently seeking qualified candidates for the position of a

## » ***POLICE COMMANDER***



### ***HIGHLIGHTS***

#### **SALARY**

- \$158,636 – \$192,823 Annually
- \$13,219 – \$16,068 Monthly

#### **DURATION**

Full-time permanent

#### **BENEFITS**

Outstanding Benefits Package for you and your family.

#### **POSITIVE WORK ENVIRONMENT**

We are not just a police department we are a family that serves and protects our community.



**Deadline to Apply: Thursday, September 12, 2024, at 11:59 PM**

## *The City*

The City of East Palo Alto is a beautiful community located in the heart of the Silicon Valley, and is uniquely positioned to maximize its potential as a significant city in the region. Founded by speculators and farmers in 1849, the town was originally named Ravenswood. In 1983 the residents decided to incorporate as East Palo Alto. The population is approximately 28,500 with an area of 2.5 square miles.



## *The Department*

The City of East Palo Alto Police Department has built a strong partnership between the community and the department to help enhance public safety and improve the quality of life for the people who live and work in the City of East Palo Alto. The Police Department's goals are to focus on crime suppression and analysis, problem-solving, building community relationships, and creating effective crime prevention strategies.

The philosophy is that the more the department is informed and openly available about public safety issues, the better we can work together toward safer, more secure, and healthier neighborhoods.

## *The Position*



We are looking for an effective team leader, who desires to continue to connect with the community to work together toward safer, more secure, and healthier neighborhoods for the City of East Palo Alto. The selected candidate will demonstrate leadership that amplifies to motivate and mentor their team to reach their career goals. Under the general direction of the Police Chief, the Police Commander plans, organizes, and directs the operations activities of the assigned division within the police department to safeguard the lives, property, and constitutional rights of local residents.

The incumbent coordinates and manages the programs of the assigned division to ensure timely response to crime and accident scenes, emergency situations, and other requests for assistance and proper enforcement of local and State laws and ordinances. The Police Commander supervises and evaluates the performance of assigned personnel; provides highly responsible and complex staff assistance to the Police Chief, and acts as Police Chief in the incumbent's absence; and performs related duties, as assigned.

# Qualifications

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

**Education:** Equivalent to graduation from the twelfth (12th ) grade supplemented by the completion of two (2) years of coursework from an accredited college or university, successful completion of all phases of the P.O.S.T. Basic police academy.

**Experience:** Two (2) years of continuous service in a Police Sergeant or equivalent classification.

**License and Certifications:**

- Possession of, or ability to obtain, a valid California Driver’s License by time of appointment and a satisfactory driving record.
- Possession of an Intermediate or Advanced certificate issued by the California State Commission on P.O.S.T. is preferred.

# The Ideal Candidate

The ideal candidate will:

- Be an inclusive leader, embracing diversity and the differences among us, empowering and developing staff, and requiring accountability of all.
- Have an understanding and acceptance of the cultures within the City and Department, as well as the community.
- Have a deep understanding of modern policing practices, community engagement, and organizational management.
- Possess the capacity to inspire and motivate their team members, fostering a strong sense of teamwork and camaraderie within the department.
- Be able to analyze complex situations, anticipate challenges, and develop innovative solutions, exhibiting integrity, professionalism, and ethical conduct in all aspects of their work.
- Forecast challenges and develop innovative preventative measures and/or solutions.
- Be able to mentor and develop less tenured personnel to prepare them for leadership roles.



“the capacity to inspire and motivate their team members”



# Benefits Overview

The City of East Palo Alto offers an excellent comprehensive benefits package that includes:

**Union Membership:** This position is “at will” exempt.

**Health benefits:** For medical coverage, the City contracts with Sutter Health and Kaiser Permanente. The city pays 100% employee-only Kaiser Coverage and 80% Dependent Coverage up to the Kaiser Coverage Plan. Plus, an HSA contribution of \$2,000 per year prorated to the date of hire if enrolled in the Kaiser high deductible plan.

**Dental insurance:** is through Delta Dental. The city pays full cost for employees only.

**Vision:** Supplemental Insurance with VSP (employee paid)

Long-Term Disability: City paid.

**Life Insurance:** The City pays for coverage of Basic Term Life: \$100,000 Division Managers Retirement: CalPERS Classic Members - 3% @ 55 formula Employee pays 9% employee contribution CalPERS New Members—2.7% @ 57 formula Employee pays 13.75% employee contribution.

**Sick Leave:** 3.7 hours biweekly

**Vacation:** Accrual ranges from 80 – 200 hours per year based on years of continuous service with the City

**Holidays:** 13 Paid Holidays per year

**Management Leave:** up to seventy-six (76) hours of Management Leave annually for those employees who are exempt from the overtime provisions of the FLSA.

**Bi-lingual Pay:** Additional \$50 / pay period. English/Spanish for qualifying individuals and positions after passing a bilingual test.

**Tuition reimbursement:** \$500 - \$1,000 per year

**Deferred Compensation Plan:** The City offers an optional 457 Plan through Mission Square.

**Employee Assistance Program:** The City of East Palo Alto offers an employee assistance program for employees and dependents that provides counseling and other services for dealing with life’s challenges at no cost to the employee.

**Flexible Spending Plan:** Voluntary pretax employee contributions up to \$2,650 for health care expenses and up to \$5,000 for dependent care expenses per year.



## HOW TO APPLY

To be considered for this exciting opportunity, candidates should apply through CalOpps.org; <https://www.calopps.org/city-of-east-palo-alto>. Or scan the QR code below. Complete an online application and the required supplemental questionnaire. All materials must be included to be considered as a candidate.

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Additional inquiries about the position may be directed to Human Resources [hr@cityofepa.org](mailto:hr@cityofepa.org)

The City of East Palo Alto is not responsible for the failure of internet forms or email in submitting your application. Candidates with a disability who may require special assistance in any phase of the recruitment process should advise Danielle Oliveira from Muchmore Than Consulting at [danielle@muchmorethanconsulting.org](mailto:danielle@muchmorethanconsulting.org)

## *The City of East Palo Alto is an Equal Opportunity Employer*

The City of East Palo Alto is an Equal Opportunity Employer (EEO) and as such does not discriminate on the basis of race, color, religion creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation, and any other status protected by state or federal law in its employment actions, decisions, policies and practices.



Recruitment Services Provided by:  
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