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EXECUTIVE SEARCH

Police Chief
TOWN OF ATHERTON, CA

THE COMMUNITY

The Town of Atherton is an affluent residential community located in the heart of Silicon Valley on the San Francisco Peninsula in southern San Mateo County. It is two miles southeast of Redwood City and 18 miles northwest of San Jose, California. Since its incorporation in 1923 there has been an emphasis on preserving the Town's character as a scenic, rural, thickly wooded residential area with abundant open space. Native live oaks, white oaks, bays, redwoods, cedars, pines, and other ornamental trees cover the five square miles of town. Atherton is home to just 7,150 residents who cherish their town's rural setting and quiet streets.

The Town's serene ambiance, mild Mediterranean climate, as well as its grand estates and spacious homes on a minimum lot size of one acre, have made Atherton one of the most prestigious and sought after communities in the nation. No businesses are allowed in the Town, but retail, dining and other commercial businesses can be found in the nearby communities of Menlo Park, Redwood City, and Palo Alto. Excellent public and private educational opportunities are available to Atherton families. Atherton is served by the Las Lomas Elementary School District, Menlo Park City School District, and the Sequoia Union High School District. There are also numerous private schools and a private university within its limits.

Atherton has its own police force, Town Hall and Library. The Town's only municipal recreational amenity, Holbrook-Palmer Park, is a lovely 22-acre garden setting with indoor and outdoor facilities, including a ball field, tennis courts, playground and walking paths. The park also has significant buildings available for rental including the Main House, Jennings Pavilion, and Carriage House. The private Menlo Circus Club also provides a swim, tennis and equestrian venue for local residents.

To learn more about the Town of Atherton please visit www.ci.atherton.ca.us

THE CITY

Atherton is a general-law city operating under the City Manager form of government. A five-

member City Council is elected at large to four-year terms. The Council annually selects a Mayor and Vice Mayor from its members.

The Town's General Fund Revenues for FY 2016/17 are projected at \$13,434,961 against expenditures of \$12,149,639. Atherton residents receive services through a mixture of in-house staff, contracts and partnerships, as well as services through outside agencies such as water services, sewer services, and telecommunications services. City Manager George J. Rodericks oversees a staff of 39 full time employees augmented by another 17 contract employees that provide general government activities including city administration, finance, legal services, community development (planning & building services), public works, and public safety. Library services are provided through a JPA with San Mateo County and fire protection is provided by the Menlo Park Fire Protection District.

THE DEPARTMENT

The mission of the Atherton Police Department is to maintain the public peace, safeguard lives and property, and to promote a high-quality of life for residents. To achieve these ends, the Police Department subscribes to the basic principles of Community-Oriented Policing as an organizational philosophy and problem solving strategy. The Atherton Police Department is committed to providing exceptional public safety services and believes in taking a leadership role in fostering community partnerships. The men and women of the Atherton Police Department serve with unmistakable pride and integrity, which has garnered the organization tremendous community support. They provide a unique and personalized brand of customer service seldom seen in other police agencies. Through strong police / community partnerships, the Town of Atherton enjoys an extremely low crime rate, which contributes to a very desirable quality of life for residents.

The Police Department provides a full-range of police services to the residents of Atherton. The Department consists of four distinct

divisions: Administration/ Training, Patrol/Traffic, Investigations, and Communications/Records. Within these areas are specific areas of focus including: detectives, community service officers (and code enforcement), school resource officer, K-9s, dispatch, and administration. The department provides 24-hour police patrol (to include motors), traffic enforcement, crime investigation, crime prevention and other law enforcement services to protect and preserve the health and safety of residents. The Department works with the City Council, the City Manager's Office, other City departments and the community to address problems of crime and property damage.

The Police Department's budget for Fiscal Year 2016/17 is \$6,781,283. Department staffing includes the following: one Police Chief, one Commander, one Assistant to the Chief/ Training Manager, five Sergeants, fourteen Police Officers, one CSO, one CSO/Code Enforcement, five Dispatchers, three part-time Reserve Officers and six per diem dispatchers.

The position of Police Chief has been vacant since Police Chief Ed Flint retired on October 14, 2016.

THE POSITION

The new Police Chief will be a highly qualified, motivated, visionary leader with unquestionable ethics and integrity as well as solid management, organizational and financial skills. The ideal candidate must possess outstanding listening and communication skills as well as excellent interpersonal skills.

The Police Chief will continue to develop and implement Community Policing as a philosophy and an organizational strategy that promotes police and community partnerships. The Department recognizes the shared responsibility and connection between themselves and the community in making Atherton a safe place to live. The new Police Chief will be a collaborative manager and will be comfortable in communicating the vision and mission of the Department to the community while being open to suggestions for improving departmental operations.

MINIMUM REQUIREMENTS

Equivalent to graduation from a four year college or university with major course work in criminology, law enforcement, social or police science, public administration or a field related to the work and four years of command or supervisory experience in the police service equivalent to the level of Lieutenant or above. Master's degree is highly desired. Must possess P.O.S.T. certificates through the advanced level and obtain management certification

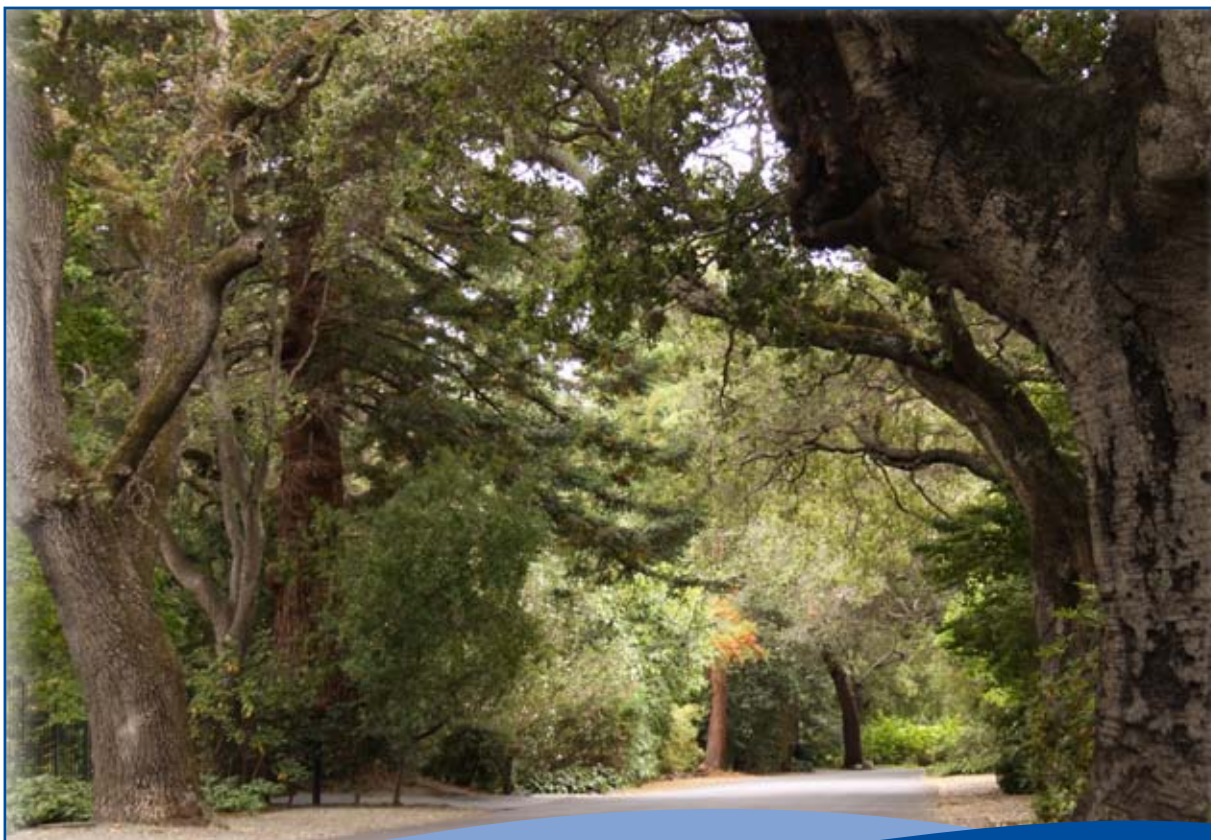




prior to completion of the Town's probationary period. Executive certification is desired.

THE COMPENSATION

The annual salary range for this position is \$167,510 to \$193,915 DOQE, and appointment will be made depending upon the qualifications of the selected candidate. In addition, the following benefits are provided: CalPERS 3%@50 for classic members, 2.7%@57 for PEPRA, telephone allowance, management leave, 11 holidays, 1 floating holiday, sick and vacation leaves, and generous health, dental and vision benefits.



SEARCH SCHEDULE

Filing Deadline:..... February 15, 2017
Preliminary Interviews.....
..... February 21 through March 2, 2017
Recommendation of Candidates.....March 6, 2017
Finalist Interview ProcessMarch 20, 2017

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Resumes are acknowledged within two business days. Call Phil McKenney toll-free at (866) 912-1919 for more information.



www.peckhamandmckenney.com