



## POLICE CHIEF



**BOB MURRAY  
& ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH



## THE COMMUNITY

Although Huntington Beach is no stranger to being front-page news, it's really what's happening behind the scenes that makes the City a fantastic place to live, work, and visit. Within an evolving political landscape, Huntington Beach has emerged as a regional leader in the development of innovative services, like the City's Project HOPE mobile crisis response program, increasing beach access by rolling out ADA accessible Mobi-Mats, and standing up a homeless navigation center.

The City of Huntington Beach is located in northwestern Orange County, 35 miles southeast of Los Angeles and 90 miles northwest of San Diego. The City encompasses 28 square miles of land and 26 square miles of water, making it the 24th largest city in California. With a population of about 202,265 residents, Huntington Beach is the fourth largest city in Orange County.

Known as "Surf City," Huntington Beach features nearly 8.5 miles of spectacular beaches and one of the largest recreational piers in the world. The City is home to a thriving beach community and is consistently named as one of the top ten beaches in California. Running parallel to Pacific Coast Highway and just steps from the ocean is an eight-mile strand perfect for biking, inline skating, jogging, or a leisurely stroll.

The City hosts an annual visitor population of over 11 million people, featuring numerous large-scale special events, surf competitions, and festivals. Even with its swell of summer visitors, Huntington Beach has been listed for decades as among the FBI's safest cities in the nation. In 2019, WalletHub ranked Huntington Beach as #5 in their "Top Ten Happiest Cities in the US."

Huntington Beach boasts a wide variety of municipal amenities. It has a world-class Central Library with four branch libraries. The City's park system includes 78 public parks (including a dog park), riding stables, and the largest city-owned and operated regional park in Orange County – the 356-acre Huntington Central Park. Residents enjoy five recreation centers (including a senior center), three miles of equestrian trails, two golf courses, various recreation facilities, a marina, and a protected wildlife preserve.

Huntington Beach draws some of the largest crowds in the world for its popular events, including the U.S. Open of Surfing, Van's World Championship of Skateboarding, AVP Pro Beach Volleyball, the Surf City Marathon, and the Great Pacific Air Show. It's also home to the International Surfing Museum, the Surfing Walk of Fame, the Bolsa Chica Ecological Reserve, and the Huntington Beach Art Center.

The community's 35 elementary schools and five public high schools frequently receive local, state, and federal awards and honors, including recognition as California Distinguished Schools and National Blue Ribbon Schools. Golden West College, a community college, is also located in the City. Orange Coast College; the University of California, Irvine; and California State Universities at Long Beach and Fullerton also provide convenient proximity to higher education.

Huntington Beach has an extremely diversified business community. No single business or industry dominates the local economy, which supports leading commercial, industrial, and recreational industries with a diverse economic base from tourism and leisure to aerospace, high technology, and manufacturing.



To learn more about the City of Huntington Beach, please visit:

[www.huntingtonbeachca.gov](http://www.huntingtonbeachca.gov)

## CITY GOVERNMENT

What an exciting time to join the City of Huntington Beach! The COVID-19 pandemic brought City staff together like never before, fostering an environment of collaborative problem-solving across departments. In 2020, the City Council approved departmental restructuring plans that have resulted in a once-in-a-generation transformation of City operations, with an eye toward stellar customer service and cutting red tape. The City's Executive Team is hiring new leaders at all levels of the organization to help implement this inspiring new vision. Will you join us?

Huntington Beach was incorporated as a Charter City in 1909 and operates under the Council/Manager form of government. A seven-member City Council serves as the governing body. Members are elected at-large to four-year overlapping terms, with the Mayor and Mayor Pro-Tem roles designated on an annual rotating basis.

The City Attorney, City Clerk, and City Treasurer are also elected, serve four-year terms, and they each serve as the administrative head of their respective departments.

The City organizes its operations through 11 major departments, include the Administrative Services, City Manager's Office, Community Development, Community & Library Services, Finance, Fire, Police, and Public Works, along with the City Attorney's Office, City Clerk's Office, and City Treasurer's Office.

The City is supported by nearly 1,400 employees, and has a General Fund budget of \$227.9 million (total budget \$424 million). Huntington Beach maintains an "AAA" credit rating.

## ONE HB

In Huntington Beach, staff are fanatical about engaging in a team-oriented approach to municipal governance. Individuals who authentically practice the behavioral values of Humility, Exceptionality, Social Awareness, Passion, and Integrity will find success in the organization, which strives to be One Team, with One Focus, and One Goal.

## ONE TEAM

We are one team... working together to serve the people of Huntington Beach exceptionally to inspire pride in our community.

## ONE FOCUS

We have one focus... to stay fanatical about achieving municipal excellence by being active caretakers of our unique, people-centric HB culture.

## ONE GOAL

We have one goal... to ensure that HB continually improves its standing as a premier coastal enclave as measured through the health of our people, our organization, our infrastructure, and our community.

## POLICE DEPARTMENT

The Police Department is dedicated to providing a full complement of police service operations to the Huntington Beach community. The primary goal of the Huntington Beach Police Department is to maintain a partnership with the community, resulting in a safer community and an enhanced quality of life. The Department operates with the support of more than 356 sworn and civilian staff members and an annual budget that exceeds \$79.2 million.

The City of Huntington Beach Police Department provides a variety of police services distributed amongst its four divisions: Administrative Operations, Uniform, Investigations, and Administrative Services. Each division is made up of bureaus which have distinct duties to respond to the needs of the citizens and the Department.

The Administrative Operations Division is responsible for facilities, budget/payroll, professional standards, training, community relations, press information, and jail.

The Uniform Division is the most visible division, performing core law enforcement functions, including uniform patrol, traffic enforcement, school resource officers, Homeless Task Force, Special Enforcement Team, and special events.

The Investigation Division is responsible for the Investigations Bureau, Special Investigations Bureau, and the Crime Lab.

The Administrative Services Division provides support services to the three other divisions, including human resources functions, communications, property/evidence, and records.

## THE POSITION

The Police Chief serves at-will and is appointed by and works under the administrative direction of the City Manager. Pursuant to the City Charter, the appointment of the Chief of Police will be made by the City Manager with City Council concurrence. The Police Chief serves on the City's Executive Management team.

The Police Chief will be joining a high-energy, creative, and professional executive management team. The desired candidate for this position has been described in the following manner.

- Sets the tone for the Police Department, encourages collaboration and teamwork, and a high level of dedicated customer and community service at all times.



- A visionary and creative leader who serves as an advocate for progressive police operations, and focus on future police department structural and operational needs.
- Skilled in utilizing a quality professional and technical staff, mindful of their abilities, and able to listen and make informed decisions. Possesses proven experience and is committed to staff development and succession planning.
- Possesses a participative leadership style and works effectively with other City departments, the executive management team and affiliated labor associations toward the common good of the organization and the service community.
- Effective in managing the department's financial resources and in communicating the department's financial structure and position to internal and external stakeholders.

Priorities for the New Police Chief:

- Work with a variety of internal and external stakeholders to lead the City's homeless response efforts, which includes a newly-opened Homeless Navigation Center, to help meet the City Council's goal of ending homelessness in Huntington Beach, called Project Zero.
- Implement and expand the Project HOPE mobile crisis response program, a first-of-its-kind effort, in partnership with Be Well OC.
- Strengthen cohesion with the department across labor associations.
  - Lead the Police Department's evolution into a modern 21st century law enforcement agency.
  - Assist with a comprehensive redesign and development of a new police department facility.
  - Develop and implement innovative and cost-effective strategies to provide quality, professional police services to Huntington Beach residents, businesses and visitors.
- Strengthen and enhance relationships with community stakeholders to build trust and improve transparency in policing.
- Expand opportunities to acquire special project funding through grants and other non-traditional financial pathways.
- Develop a world-class local data collection and reporting framework.



## THE IDEAL CANDIDATE

First and foremost, the City is seeking an individual who has an unwavering commitment to a team-based approach, and who recognizes that leaders must be focused always on serving their people. Successful candidates must be genuinely committed to living the organization's behavioral values, which include:

- Humility
- Exceptionality
- Social Awareness
- Passion
- Integrity

Outside of these behavioral characteristics, the City is looking for candidates that are excited about the opportunity to take a key leadership role in this area for one of the nation's most desirable, premier coastal communities. An inspiring and hardworking leader who has mastered the art of helping others see what's possible, the ideal candidate will be of the highest integrity and considered a role model in the profession. This person will have the ability to approach day-to-day operations with an optimistic can-do attitude and a constant eye toward results and continuous improvement. Familiarity with technology and tools that support contemporary business practices and maximum efficiency, coupled with a track record that reflects data-driven decision making and the delivery of exceptional outcomes, will be expected. Proven success with modernizing systems and processes and other significant change efforts will also be considered favorably. The individual selected will be a unifying mentor and team builder who prioritizes people and the needs of the team above personal ambitions. Known for being enthusiastic about people and their work, this person will also be an outstanding people manager capable of fostering an inclusive culture that is also characterized by high standards, accountability, and trust. The ideal candidate will be a highly engaged and motivating manager who is supportive of innovation and problem solving at the lowest level. This person will know how to foster healthy internal debates to arrive at the best outcomes as one cohesive team.

Driven by an obsession for the delivery of exceptional outcomes, the ideal candidate will convey a sophisticated understanding of external as well as internal customer needs and concerns. This individual will exhibit tremendous initiative and have a history that demonstrates the ability to address challenges with courage and confidence. Department leaders in Huntington Beach are expected to be resilient problem solvers and have an admirable ability to adapt while maintaining forward momentum.

The ideal Police Chief candidate will be well versed in all aspects of police service operations and administration. Competitive candidates will possess at least ten (10) years of increasingly responsible command and supervisory experience in a full-service police department. Five (5) years in a command position equivalent to a Police Captain and/or Assistant/Deputy Police Chief is desirable. Experience as a current Police Chief is preferred.

A Bachelor's degree from an accredited college or university with major course work in Administration of Justice, Criminology, Public Administration, or a closely related field. A Master's degree is preferred.

A California POST Management and/or Executive Certification is preferred. Graduation from California POST Command College, FBI National Academy, or similar course is preferred.

## COMPENSATION & BENEFITS

The salary range for the Police Chief is open and DOQ. The City of Huntington Beach also offers an attractive benefits package that includes:

**Retirement** – The City participates in the California Public Employees Retirement System (CalPERS) under a 3% @ 50 Safety benefit formula for Classic Members, and Members contribute the 9% employee share. New Members are under a 2.7% @ 57 Safety benefit formula and contribute 11.75%. The City does not pay into Social Security; however, all employees pay 1.45% towards Medicare.

**Insurance** – Health (medical/dental/vision), life, and disability insurance is available to employees. IRS Section 125 medical and dependent care reimbursement plan (FSA) is available. Police Chief may elect to enroll in the CalPERS health insurance program offered by the City and contribute to a Retiree Medical Trust.

**Deferred Compensation** – Two voluntary deferred compensation 457 plans available.

**Group Life Insurance** – The City offers \$50,000 of life insurance coverage, with employee option to purchase additional life insurance.

**General Leave** – General leave with pay of 176 hours per year is granted to regular employees. Additional general leave hours are earned after four years of service, up to 256 hours after fifteen years' service.

**Executive Leave** – 80 hours per calendar year.

**Holidays** – Ten paid holidays are provided per calendar year.

**Flexible Spending Accounts** – Available where employees use pre-tax salary to pay for regular childcare, adult dependent care and/or medical expenses.

**Auto Allowance** – Vehicle provided or \$500 per month.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:**

**August 27, 2021**

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 Huntington Beach. 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 Gary Phillips at:

(916) 784-9080

