

The City of Martinez



Invites your interest for the position of
Police Captain

Martinez Police Department—Manjit Sappal, Chief of Police
Recruitment Services Provided by Kreins' Consulting



Police Captain—Martinez Police Department

The ideal candidate will be an inspiring and team-oriented leader with an incredible work ethic known for adhering to high standards and service excellence. She/he will be an innovative and resourceful manager who displays a relentless commitment to professionalism. Extensive community engagement experience and a sophisticated understanding of contemporary policing practices will be expected.

Law enforcement management experience, and an Associate's degree and POST Management Certificate are required. A Bachelor's degree and/or completion of formal leadership training is preferred.

The ideal candidate will be an experienced law enforcement professional who is service-minded and possesses the highest levels of integrity.

An effective mentor and innovative leader that models and promotes high expectations and asserts a positive presence.

The incumbent will uphold established exceptional service standards and embrace the opportunity to lead and develop a multi-generational department.

Essential Job Functions

- Assumes management responsibility for assigned services and activities of all service areas of the Police Department.
- May oversee special projects, administration, or other assigned areas.
- Oversees assigned functional areas including patrol, investigations, administration, support services, special operations and volunteer services.
- Manages and participates in the development and implementation of goals, objectives, policies and priorities for assigned programs; recommends and administers policies and procedures.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; recommends appropriate service and staffing levels.
- Plans, directs, coordinates, and reviews the work plans for assigned staff; assigns work activities, projects and programs; reviews and evaluates work products, methods, and procedures of assigned staff to ensure compliance with applicable Department policies, federal, state, and local laws, codes and regulations.
- Ensures safe work practices, quality, and accuracy, meets with staff to identify and resolve problems.

Martinez—The Community

Established in 1876, Martinez is the County seat of Contra Costa County. It is located on the Carquinez Strait in the central part of the County. The City's roots can be traced to the late 1840's when it served as a ferryboat transit point across the Carquinez Strait on the way to the gold fields. By the time of incorporation, Martinez had evolved into one of the area's most significant trading posts and shipping ports. Today, the City covers 13.1 square miles and has approximately 38,259 residents. As one of California's first towns, Martinez retains a strong sense of history and family. The renowned naturalist John Muir made Martinez his home for nearly a quarter of a century and in 1915, the year after Muir's passing, the legendary baseball great Joe DiMaggio was born here. One of the unique aspects of Martinez is its architecture. Many of the downtown shops still retain their early 20th Century look and charm, with some homes dating back more than 125 years. Martinez citizens of all ages continue to enjoy the outdoors. With 19 City parks and a marina, there are plenty of recreational opportunities available to the public.

The Police Department

The members of the Martinez Police Department are dedicated to providing the highest quality police services. The Department has a staff of 52 FTE's, with 37 sworn officers and 15 FTE professional staff, with an annual operating budget of \$12 million.

The Martinez Police Department offers a full slate of policing services to the community, including officers dedicated to investigations, traffic enforcement, emergency management, and canine (K-9) units. Active reserve officer and cadet programs supplement the Department and further strengthen community involvement.

The Department operates its own communications center, providing 24/7 emergency and non-emergency dispatch services for the Martinez Police Department and other agencies. The Department assigns its officers in Neighborhood Policing Areas to further engage the community.



City Government

The City of Martinez is a full-service city operating under a City Council/ City Manager form of government. The City Council includes a Mayor, Vice-Mayor and three Council members elected to four-year, staggered terms. The City Clerk and the City Treasurer are elected positions, while the City Manager and City Attorney positions are appointed by the City Council. Martinez is a tight-knit community and it will be imperative for the Police Captain to be actively engaged in the community to gain their trust, respect, and involvement. National Night Out Against Crime is highly valued by residents in Martinez.

Key Challenges and Opportunities

As the county seat of Contra Costa County, many county social services and the Martinez Detention Facility are located in Martinez. This creates issues and potential problems that are endemic to county seats.

The adjoining unincorporated areas of Martinez, as well as adjoining municipalities, have an impact of calls for service and it is imperative that the selected Captain have the ability to foster collaborative working relationships with our regional partners and stakeholders.

In a competitive job market, the selected Captain must support the Chief of Police and work diligently to increase employee engagement, maintain officer retention, and enhance department recruitment efforts.

The Department is heavily invested in community policing and community engagement programs.



COMPENSATION

The salary range for this position is \$117,504 - \$150,756 annually, commensurate with experience. In October 2019, the salary range will increase to a range of \$121,029—\$155,279. Upon completion of probation, the incumbent will be eligible for up to 9% additional salary incentive based upon education. Additional salary and benefits are currently under review.

Additionally, the selected candidate will receive an excellent benefits package that includes vacation, medical insurance, life insurance, assigned automobile, paid holidays, sick leave, and public sector retirement CalPers 3% at 55 for Classic Employees and PEPRAs are 2.7% at 57. The classic employee contribution toward CalPers is currently 10%, and the PEPRAs member employee contribution is currently 13%.



The Process:

If you are interested in pursuing this unique and exceptional career opportunity, please send your letter of interest, resume, references, salary history and contact information to:

Joseph Kreins—Kreins Consulting

E-mail: piojoe@aol.com

The application deadline for this position is Friday, July 26, 2019. Interested applicants are encouraged to apply immediately.

Those candidates selected to participate in the interview process will be asked to complete a supplemental questionnaire.

Candidate screening will begin on July 29, 2019, and finalists will be invited to an interview/assessment center process the week of August 12, 2019.

This is a confidential search process. If you have any questions regarding this position, contact Joseph Kreins at 707-333-6858.

QUALIFICATIONS:

The ideal candidate should possess a minimum of 10 years of California law enforcement experience that includes at least two years of experience at the rank of lieutenant or higher in a law enforcement organization. Broad and extensive experience, training and education in all major phases of municipal police work and police management is also desired. Completion of advanced police management coursework such as the FBI National Academy, PERF—Senior Management Institute for Policing, or California POST Command College is highly desirable.

- ◆ Possession of a valid driver's license
- ◆ Possession of a P.O.S.T. Supervisory Certificate