

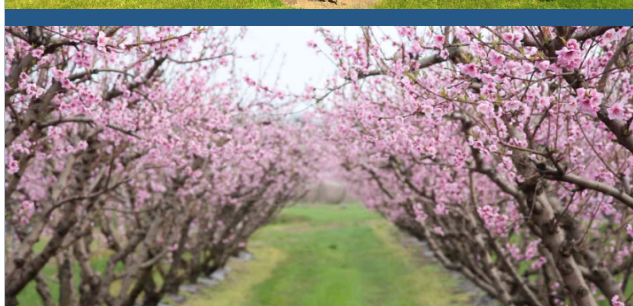
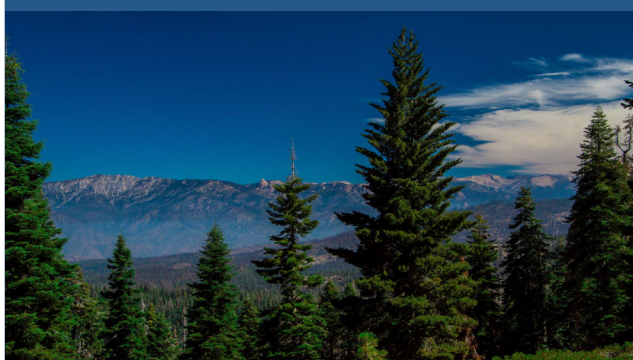
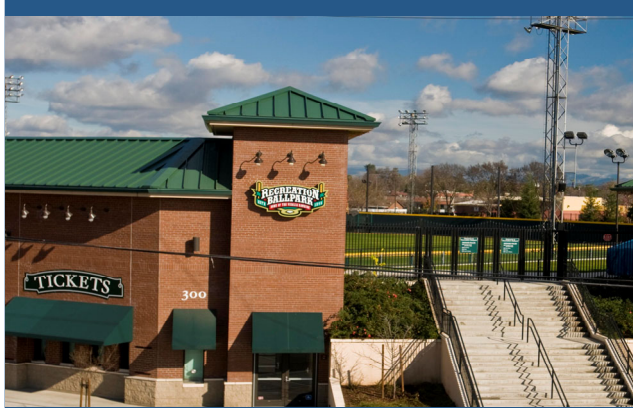
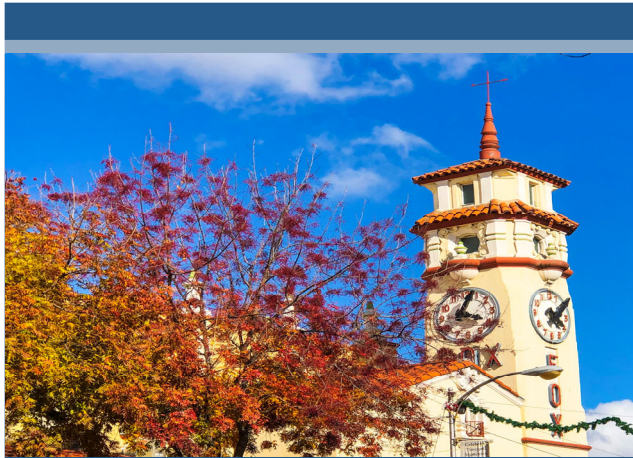
City of Visalia, California

Invites your application for the position of

POLICE CAPTAIN



HONOR ♦ INTEGRITY ♦ RESPECT ♦ SERVICE



THE COMMUNITY

The City of Visalia is one of the fastest growing cities in California's San Joaquin Valley and according to www.homearea.com, offers some of the most affordable housing in California. As the Tulare County seat, principal retail center in the region, and home to several large industrial employers, Visalia has a diverse economy that offers opportunities for families to live in the Golden State while also getting the quality of life families deserve. Local benefits include a vibrant downtown district, safe neighborhoods, excellent schools, institutions for higher learning, world class health care system, low cost of living, and an average commute time of 20 minutes.

Located in the heart of California's San Joaquin Valley, Visalia offers the best location in CA to experience all the natural wonders of the state while being able to afford living in it! For the outdoor enthusiast, the nearby mountains, national parks, lakes and rivers provide year-round opportunities for sports and recreation within a one to two hour's drive. California's beautiful Central Coast is just a two-hour drive away and the excitement of Los Angeles and San Francisco are just a few hours away. Meanwhile, families can enjoy the freshest produce and best food this state has to offer with year round farmer's markets in Visalia and the region.

THE CITY AND POLICE DEPARTMENT

Visalia is a full service city that employs 600 full-time employees and up to 200 hourly employees with a total 2021/2022 budget of \$234 million. The City's financial health is positive and Visalia has enjoyed a strong financial history. Visalia has also been effective with community planning, which has led to an active, vibrant and heavily visited downtown, a strong retail/commercial corridor and a thriving industrial area. The City has recently completed a new EOC/dispatch center, animal care facility, fire station, and a \$140 million upgrade to its Wastewater Treatment Plant.

The Visalia Police Department has served the citizens of Visalia since 1923 and has a long history of outstanding law enforcement service and strong community relations. The Visalia Police Department is a full-service law enforcement agency serving the public safety needs of the City of Visalia and its **approximately 141,000 residents** and more than 37 square miles. The Visalia Police Department employs 241 full-time employees, **including 165 sworn officer positions** and is comprised of three divisions; Operations, Operations Support, and Administration.

The Operations Division consists of the Patrol and Special Enforcement Bureaus that provide patrol, traffic, commercial, gang, and narcotics enforcement for the Department. In 2021, the Department fielded more than 158,000 police calls for service. The Patrol Bureau operates out of two District Substations, one in each policing district. This last year, the Department also implemented a body-worn camera program on all uniformed personnel.

The Operations Support Division consists of the Investigations Bureau, Records, and Communications. This division operates out of Police Headquarters and the newly constructed Visalia Emergency Communications Center.

The Administration Division consists of the Professional Standards Bureau which oversees hiring, policy, and training. In 2019, the Department was recognized with the California POST Excellence In Training Award for its ongoing efforts to provide Crisis Intervention Training (CIT) in partnership with Mental Health to local law enforcement agencies.

The Visalia Police Department works to embrace new technologies, implement proactive policing strategies to address crime and quality of life issues in Visalia, and strives to create partnerships with our community that are essential to public safety. We are honored to serve our community through professional police services and by building positive police-community relationships.

COMPENSATION & BENEFITS

The City of Visalia offers a competitive total compensation package that includes:

- ◆ Salary range: **\$10,238-\$12,873/month**
- ◆ CalPERS retirement program
- ◆ Health, Dental and Vision Insurance
- ◆ Onsite City Health & Wellness Clinic
- ◆ Vacation, sick leave, and administrative leave
- ◆ Life Insurance

For complete details, job description, and benefits visit www.visalia.city under Jobs in the City.



APPLICATION PROCESS

To be considered for this exceptional career opportunity, apply online at www.visalia.city.

**The Final Filing Date to apply is
MONDAY, JUNE 13, 2022.**

Questions may be directed to:
Shawna Kneeland,
Human Resources Analyst
Shawna.kneeland@visalia.city
City of Visalia
220 N Santa Fe Street
Visalia, CA 93292
(559) 713-4027



THE POSITION/IDEAL CANDIDATE

The Visalia Police Department is seeking a proven law enforcement manager with graduation from a four-year college or university with major coursework in criminal justice, police science, public administration or related field, two or more years of supervisory and management experience in police service, equivalent to the rank of Lieutenant or above, POST Advanced Certificate, and possession of firearms qualification. Completion of advanced training such as POST Command College, Senior Management Institute for Policing, or the Los Angeles Police Department Leadership Academy, and the POST Management Certificate are highly desirable. Any combination equivalent to experience and education that could likely provide the required knowledge, skill and ability is qualifying.

The ideal candidate for Police Captain will be an experienced, ethical, innovative, self-motivated, professional police manager with strong interpersonal and leadership skills. They will possess the ability to perform complex administrative duties, oversee investigations, manage divisional operations and budget, and have strong administrative and personnel skills. Candidates will possess good listening and communication skills, work as a problem solver, demonstrate strong community involvement, and be supportive of new ideas. They will have demonstrated an excellent working relationship with their Police Chief or prior law enforcement executive, department personnel, the community, and other governmental partners. The Police Captain candidate must have worked collaboratively with others at all levels and be recognized as an individual who reflects the organizational values of the Visalia Police Department and the City of Visalia. They must be a person of high integrity and committed to making the community a great place to live, work, and play.

The ability to communicate effectively is a key element of this position. The successful candidate will attend City Council and other meetings to present reports, answer questions and make recommendations. They will be an effective problem solver who identifies goals, gathers information, considers the consequences, makes decisions, and evaluates their decisions. The ability to multitask, identify and overcome obstacles, be a team player and work cooperatively with the management team is essential.



Mission Statement

The City of Visalia Police Department has been established to preserve the public peace, prevent crime, detect and arrest violators of the law, protect life and property, and enforce criminal laws of the State of California and Ordinances of the City of Visalia.

Organizational Values

The Visalia Police Department has a recognized set of values that operate within the organization. We see these not as the dictate of one individual group, but as a set of shared common beliefs; these shared values provide a common cause for all employees in the organization.

*Integrity, Service, Fiscal Responsibility,
and Our People.*



CITY OF VISALIA

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The City of Visalia is an Equal Opportunity Employer