

CITY OF HUNTINGTON PARK
CLASS SPECIFICATION

CHIEF OF POLICE

Civil Service Status: Exempt
Probationary Period: At-Will
Classification Series: Police-Sworn
FLSA Status: Exempt

Bargaining Unit: Non Represented Employee
Approved by City Council: December 7, 2009
Resolution No.: 2009-121

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in this class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under direction of the City Manager, this executive position plans, directs, manages and oversees the activities and operations of the Police Department in the enforcement of law and the prevention of crime; coordinates assigned activities with other City departments and outside agencies, and provides highly responsible and complex administrative support to the City Manager; and performs related work as required.

EXAMPLE OF DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

- Assume full management responsibility for all Police Department services and activities including patrol, investigations, communications, records, police civilian units, volunteers, reserve police officers, police explore, parking enforcement, jail operations and related law enforcement activities; recommend and administer policies and procedures;
- Manage the development and implementation of Police Department goals, objectives, policies and priorities for each assigned service area; establish within City policy, appropriate service and staffing levels; allocate resources accordingly;
- Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes;
- Represent the Police Department to other City departments, elected officials and outside agencies; explain and justify Police Department programs, policies and activities; negotiate and resolve sensitive, significant and controversial issues;
- Plan, direct and coordinate, through subordinate level, the Police Department's work plan; meet with management staff to identify and resolve problems; assign projects and programmatic areas of responsibility; review and evaluate work method and procedures;
- Manage and participate in the development and administration of the Police Department budget; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approve expenditures; direct the preparation of and implement budgetary adjustments as necessary;
- Select, train, motivate and evaluate Police Department employees; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures; direct employee investigations regarding police actions;
- Coordinate Police Department activities with those of other departments and outside agencies and organizations; provide staff assistance to the City Manager and City Council; prepare and present staff reports and other necessary correspondence;

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(Continued)

- Respond to citizen inquiries and resolve difficult and sensitive complaints;
- Attend and participates in City Council meetings;
- Participate on a variety of boards and commissions; attend and participate in professional group meetings; stay abreast of new trends and innovations in the law enforcement field;
- Performs other related duties and responsibilities as required;
- Assumes responsibility for ensuring the duties of the position, that they are performed in a safe, and efficient manner;
- Performs related duties as assigned or as the situations is requires;

MINIMUM QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

- Municipal police administration and management;
- Principles and techniques of organization, analysis, personnel management, training, budget administration, and administrative controls;
- Legal, technical, and operating practices of law enforcement, deployment of officers and equipment, and patrol operations;
- Causes, prevention, and control of crime and juvenile delinquency;
- Traffic enforcement, police records system, and statistical reporting systems;
- Functions of mutual aid with the Police Departments of adjacent cities, state, and federal law enforcement agencies and functions;
- Rules of evidence, arrest, custody of persons, search and seizure, civil rights, and related constitutional, legal and court decisions affecting police jurisdictions;

Skills:

- Possess skills to word process general correspondence, spread sheets, and reports using a personal computer and software application;
- Meet the minimum Police Department standards for firearm proficiency;

Ability to:

- Analyze departmental operations and activities and prepare comprehensive reports;
- Prepare and submit the departmental budget;
- Establish and maintain favorable and effective working relations with City officials, officials of other jurisdictions, and the general public;
- Direct the activities of supervisors and, through them, a large number of subordinates, relying primarily on proper leadership and organization;
- Analyze usual and unusual metropolitan types of law enforcement problems and adopt effective courses of action.

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- Understand and interpret provisions the municipal code, MOU's Administrative Policies and Departmental Rules and other City Policies related to job duties;
- Review and evaluate employees job performance;
- Effectively supervise subordinates;
- Foster a teamwork environment;
- Plan, organize and prioritize progress;
- Lead, coach, instruct and motivate employees;
- Provide leadership;
- Provide work instructions;
- Willingness to initiate, recommend and carry out personnel actions as required;
- Organize, assign, schedule and delegate workload among employees;
- Speak before groups of people;
- Effectively manage workplace diversity issues in a diverse organization;
- Work necessary hours and times to accomplish goals, objectives and required tasks;
- Effectively communicate both orally and in writing;
- Deal with all levels of employees and the public;
- Initiate and accomplish work in a timely manner;
- Assume responsibility for providing effective customer service;
- Effectively handle stressful situations;
- Handle confidential information with discretion;
- Assume responsibility for maintaining a safe working environment;
- Establish smooth working relationships and resolve interpersonal conflicts;
- Develop necessary skills from on the job training and meet the standards of performance or higher for the classification;

Education and Experience Guidelines – *Any combination of equivalent education, training and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:*

Education/Training:

- A Bachelor's degree in Public Administration, Political Science, Business Administration, or a closely related field from an accredited college or university;
- Master=s degree in Public Administration or related field is highly desirable;
- Graduation from P.O.S.T. Command College or FBI National Academy is highly desirable;

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Experience:

Ten (10) years of extensive and responsible management level experience involving the administration and management of a comprehensive law enforcement program, at least four (4) years of which shall have been an administrative/supervisory permanent rank of Police Lieutenant or above.

License or Certificate:

- A valid California Class C Driver's License and a satisfactory driving record;

Special Requirements:

- Must pass a Police Departments background check;
- Requires wearing uniforms;

Physical Requirements:

- Must meet approved physical and pre-placement medical standards for the position;

Bilingual Pay:

- Employees who qualify and are certified to speak Spanish may be eligible to receive bilingual pay;