

Peckham & McKenney
"All about fit"



A GREAT PLACE TO RAISE A FAMILY

Incorporated in 1914, the City of Corcoran (pop. 23,154) is well-recognized and appreciated as a true “small town” with a citizenry that prides itself on caring, cooperating, and working together. The City and its residents collaborate, maintain positive relations, and work together on major projects and in support of each other.

Located in the heart of California, the City of Corcoran is 178 miles north of Los Angeles and 230 miles south of San Francisco and Sacramento. Situated in the San Joaquin Valley near the Tulare Lake Basin, the City has a strong agricultural base that sustains the local economy. Two correctional facilities serve as major employers in support of the local economy. The City is recognized as a gateway to the Sierra Nevada mountain range and specifically Yosemite, Sequoia, Sierra, and Kings Canyon National Parks, and is only two hours from the Pacific Ocean.

The City of Corcoran is approximately 7.5 square miles in size and boasts ten public parks and five playgrounds. In partnership with the City and the Corcoran Community Foundation, the Recreation Association of Corcoran owns and operates a \$3 million full-service recreation facility inclusive of saunas,

racquetball courts, weight rooms, lighted tennis courts, baseball/ softball diamonds, and soccer fields. Additionally, the Recreation Association of Corcoran oversees the community swimming pool and manages local recreation programs. The community is also supported by several active service organizations that include Rotary, Kiwanis, Lions, American Legion, the Thursday Club (women’s club), Corcoran 50-50 Club, and other fraternal and professional groups.

The City Council and City management team serve as an effective, cooperative and mutually supportive team for achieving community goals and providing services and programs for the community. The City team is recognized and valued for vesting itself in the community. In a professional, communicative, and collaborative manner, the City Council and City management team work together to maintain fiscal accountability, implement best practices, provide cost conscious services, achieve effectiveness and efficiency, protect the City’s interests, build infrastructure and public facilities in support of residents and businesses, and support and participate in a variety of community events.

Community events include the Springfest car show; Cotton Festival parade and carnival rides in celebration of farming traditions; Christmas Parade and Tree

Lighting to celebrate the holiday season; and a Farmer’s and Artisans’ Market in the summer months to enjoy locally produced and prepared foods and crafts with friends and neighbors.

To learn more about the City of Corcoran, please visit [**Corcoran, CA**](http://Corcoran, CA (cityofcorcoran.com)) (cityofcorcoran.com).

THE ORGANIZATION

The City operates under the Council-Manager form of government. The five members of the City Council are elected to four-year overlapping terms with the Mayor selected among his/her peers to serve a two-year term. The City Council appoints the City Manager, who in turn, serves as chief executive of the organization. With just three City Managers over the past 20 years and the management team being long-term employees promoted from within the organization, the City is an excellent team with well-established roots in the community and valley region. The City Council and management team have a long, strong, and well-established positive relationship of respect and support.

The management team, appointed by the City Manager, consists of the City Clerk, Community Development Director, Finance Director, Police Chief, and Public Works Director. Fire protection is provided by the Kings County Fire Department and refuse collection is provided by a private hauler.

The City of Corcoran is a full-service City inclusive of public safety, animal control, community development, transportation, street maintenance, parks maintenance, sanitation, water, sewer services, and recreation. The annual operating budget of approximately \$39.6 million is



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generated by sales tax, vehicle in-lieu fees, property taxes, transient occupancy tax, fines and penalties, and permits & business licenses. In 2017, the community approved Measure A which added a 1% transaction and use sales tax and generates approximately \$2 million per year with almost 60% devoted to public safety. In addition, through a progressive approach to addressing employee pension liabilities; reliance on grants; and fiscal conservativeness; the City maintains a positive financial position.



The combination of all City services are provided by a complement of 71 personnel. To achieve the goals of the City, the City Council and management team understand and value the agricultural foundation of the City; have local or regional ties; and appreciate the small-town qualities of the community. The City's effectiveness and success result from teamwork, professional management and expertise, strategic and visionary planning, innovation, responsiveness, community engagement, communication, and honesty. These attributes help focus the organization and its leadership on knowing and providing the best for the City.

CORCORAN POLICE DEPARTMENT

CPD is highly valued by both City leadership and the community due to the almost three decades of responsive professionalism and community investment of the previous Chief and

direction to staff under his leadership. The City Manager and City Council have prioritized investing in staff in order to retain staff and remain competitive within the region and hiring market. As an example, the City recently implemented longevity incentives and hiring bonuses for CPD staff.

Completed in October 2019, PD Headquarters is a state-of-the-art facility of 10,400 sq. ft. that houses 911 dispatch, patrol, investigations, evidence, holding unit, EOC/training room, large breakroom, lockers, and small gym. The locked and gated parking area contains a solar parking structure with four EV charging units.

The Department is allocated 19 sworn staff including a Deputy Chief, Lieutenant, 5 sergeants, 3 corporals, and 8 officers. The 15 members of the professional staff include the Executive Assistant, Communications Records Manager, Records Supervisor, Dispatch Supervisor, 2 Community Service Officers, 2 records staff, and 7 dispatchers. Thanks to a generous donation, the City's new K9 will be on the street in the near future.

THE IDEAL CANDIDATE

Under the administrative direction of the City Manager, the Chief of Police plans, coordinates, manages, and directs the operations and activities of the City's Police Department; oversees municipal jail operations; serves as Emergency Services Director; coordinates law enforcement/emergency management activities with other City departments and outside agencies; and supervises assigned personnel. The Chief of Police is responsible for the overall direction of the administration and operations of the police department and the establishment

of policies, directives, rules and regulations for the administration and operations of the department.

The ideal candidate will be:

- An experienced Police Manager with a high standard of professionalism, applies best practices in law enforcement, and management of department operations.
- Able to maintain effective lines of communication with the City Manager, be honest, a problem solver, and politically astute, but not political.
- A skilled supervisor who entrusts and delegates effectively to supervisors while providing clear expectations and support in advancing staff skills and maintaining training.
- An empathic leader who mentors and develops staff to enhance retention, and remains personable and approachable with staff and the community.
- A key member of the City's Executive Team and embodies a high value for collaboration to further the City's ideals and priorities.
- Skilled in pro-active public safety approaches and inter-agency coordination to enhance services.
- A visible leader who is actively involved in community events and engages with community and civic groups.
- Adaptable to changing personnel needs and recognizes the effectiveness of relationship building within a small organization and community.
- Experienced with Emergency Management preparedness and response.



Critical tasks for the incoming Chief of Police include planning for the next generation of leadership and maintaining staffing levels in patrol and the dispatch center.

EXPERIENCE/
EDUCATION
REQUIREMENTS

The selected candidate will possess a Bachelor's Degree in Police Science, Criminal Justice, or related field; and three years' experience directing municipal police department operations; or an equivalent combination of education and experience. Possession of the POST Advanced, Supervisory, and Management certifications are required as is a valid California Driver's License.

COMPENSATION &
BENEFITS

ANNUAL SALARY: \$121,992 - \$148,284, depending on qualifications. This position is at-will.

PREMIUM PAY: \$320.51 paid bi-weekly (sunset on June 30, 2024).

UNIFORM ALLOWANCE: \$1,000/annually paid half in December and June.

LONGEVITY PAY: \$1000/annually after 7 years, \$1,250/annually after 10 years.



SEARCH SCHEDULE

Filing Deadline:..... September 1, 2023
Preliminary Interviews (telephonic): September 8, 2023
Recommendation to City:..... September 21, 2023
Panel Interviews (In-Person):September 27, 2023
Finalist Interviews (In-Person):..... September 28, 2023

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

RETIREMENT:

CalPERS Defined Benefit Pension –
Classic members 3% @ 55 - Employees pay the 9% employee contribution plus 3% of the employer contribution which is deducted from salary on a pre-tax basis.

PEPRA Members 2.7% @ 57 –
Employees pay the full employee contribution, which is currently 13.75% plus 3% of the employer contribution which is deducted from salary on a pre-tax basis.

DEFERRED COMPENSATION PLAN:
City matches employee contributions up to 5% of the employee's salary.

The City does not participate in Social Security System, however, it does participate in Medicare and the employee portion is 1.45%.

MEDICAL/DENTAL/VISION BENEFITS: The City provides a generous medical/dental/vision contribution of up to 75% of the total cost. The City provides cash-in-lieu of \$150 per month for medical optout that is directed to the employee's 457 account.

LIFE INSURANCE / AD&D: City provides \$70,000 Life Insurance. AD&D is employee paid option.

LTD / STD: Optional employee contribution

LEAVE ACCRUAL: Annually the City provides up to 20 days of vacation depending on longevity; 12 days of sick leave; 11 holidays; and 7 days of admin leave. Up to 48 hours of sick leave and 40 hours of vacation may be cashed out.



THE RECRUITMENT
PROCESS

To apply for this key position and exciting career opportunity, please submit a current resume with month and date of employment and compelling cover letter through our website at:

Peckham & McKenney
www.peckhamandmckenney.com

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email to Roberta@PeckhamandMcKenney.com if you have any questions regarding this position or the recruitment process.

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