

**RESOLUTION NO. 5194**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOLEDAD  
APPROVING THE JOB CLASSIFICATION OF DEPUTY POLICE CHIEF, ADOPTING  
A JOB DESCRIPTION, AND ESTABLISHING A SALARY RANGE**

**WHEREAS**, in May 2015, Staff acquired an outside independent human resources firm to perform a classification study the existing Police Commander position; and

**WHEREAS**, the classification study results concluded the incumbent is performing duties associated with a Deputy Police Chief; and

**WHEREAS**, Staff is recommending the elimination of the Police Commander classification; and

**WHEREAS**, Staff is proposing a new job classification of Deputy Police Chief, and adopting a job description; and

**WHEREAS**, the incumbent will be re-classified from Police Commander to the Deputy Police Chief classification.

**NOW THEREFORE, BE IT HEREBY RESOLVED** that the City Council of the City of Soledad hereby (1) Approves the job classification for Deputy Police Chief, (2) Adopts the attached job description, marked herein as **Exhibit A**, (3) Authorizes the City Manager to administratively amend the fiscal year 2016-17 Classification and Compensation Plan, and (4) Establishes a salary range as follows for the Deputy Police Chief classification: Range 73-B (\$8,269.31 - \$9,861.30 per month) of the Unrepresented Confidential salary schedule.

**PASSED AND ADOPTED** at a regular meeting of the City Council of the City of Soledad duly held on the 3<sup>rd</sup> day of August, by the following vote:

**AYES**, and in favor thereof, Councilmembers: Patricia D. Stephens, Richard Perez, Christopher K. Bourke, Mayor Pro Tem Alejandro Chavez and Mayor Fred J. Ledesma

NOES, Councilmembers: None

ABSTAIN, Councilmembers: None

ABSENT, Councilmembers: None

  
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FRED J. LEDESMA, Mayor

ATTEST:  
  
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ADELA P. GONZALEZ, City Clerk



# **EXHIBIT A**

Resolution No. 5194

**CITY OF SOLEDAD**

**Approved 8/3/16  
FLSA: EXEMPT**

## **DEPUTY POLICE CHIEF**

### **DEFINITION**

Under general direction, plans, schedules, organizes, supervises, reviews, and evaluates the work of field service officers, investigators, and a variety of non-sworn staff through a subordinate level of supervision; trains staff and provides for their professional development; develops and implements specific departmental operational programs; provides complex and responsible support to the Police Chief; acts as the Police Chief in the Chief's absence; and performs related work as required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives general direction from the Police Chief. Exercises direct and general supervision over Police Sergeants, Police Officers, Investigator, and a variety of non-sworn staff, either directly or through a subordinate level of supervision.

### **CLASS CHARACTERISTICS**

This management level class is responsible for managing patrol, public service, and investigative functions and administrative support activities, including assisting the Chief in formulating policy, developing goals and objectives, and administering the department's budget. The primary responsibilities are managerial, including the coordination of activities with those of other City departments and law enforcement agencies. This class is distinguished from Police Chief in that the latter has overall management responsibility for the Police Department.

### **EXAMPLES OF ESSENTIAL JOB FUNCTIONS** (Illustrative Only)

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Participates in the development and implementation of goals, objectives, policies, and priorities for the Department; recommends within departmental policy, appropriate service and staffing levels; recommends and administers policies and procedures.
- Provides leadership and motivation to departmental personnel to facilitate the provision of efficient and effective public safety measures, and to ensure the maintenance of a positive quality of life for all City residents and the general public.
- Continuously monitors, evaluates, and develops and standardizes procedures and service delivery methods to improve the efficiency and effectiveness of police services and programs; assesses and

- monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement and recommends to the Chief.
- Coordinates sworn personnel selection procedures, including conducting interviews and acting as liaison with background investigators and medical/psychological screening professionals.
  - Trains, motivates, and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
  - Prioritizes and allocates available resources; reviews and evaluates service delivery, makes recommendations for improvement and ensures maximum effective service provision.
  - Oversees and participates in the development and administration of the Police Department's annual budget, including estimating operational funds for staffing, equipment, materials, and supplies, monitoring and approving expenditures, and directing and implementing adjustments as necessary.
  - Develops cooperative working relationships and mutual aid agreements with representatives of other local public safety departments.
  - Provides highly complex staff assistance to the Police Chief; assists in preparation of staff reports, procedures, written materials, and other necessary correspondence.
  - Conducts a variety of organizational studies, investigations, and operational studies; recommends modifications to departmental programs, policies, and procedures, as appropriate.
  - Monitors legal, regulatory, technological, and societal changes and court decisions that may affect the work of the department; recommends equipment acquisition, training programs, and procedural changes to ensure retention of qualified staff and the provision of services to the community in an effective, efficient and economical manner.
  - Investigates and resolves problems with requests for services or complaints regarding police functions; conducts internal investigations of complaints from officers and/or the public, mediates any conflicts or disputes with department personnel or the public, and takes appropriate action to ensure a timely and equitable resolution when first-line supervisors are unable to do so.
  - Provides effective professional liaison between the Police Department and other City departments and divisions.
  - Maintains and directs the maintenance of departmental files, directs the release of records and dispatch activities.
  - Represents the City and/or the Police Department in meetings with members of other public and private organizations, business, educational, and community groups, and the public.
  - Responds to emergency or unusual situations; performs the full range of patrol, investigative, and related duties of an officer and assumes a command role as appropriate; may oversee and coordinate the work of multi-agency task forces or committees.
  - Assists in providing leadership and administrative expertise during major emergency situations and natural disasters utilizing standardized Emergency Management System (EMS) regulations, including participating in organizing operations center, call back of personnel and equipment resources, providing active management of emergencies and disasters utilizing City's emergency action, and participating in organizing, planning, and practicing EMS training.
  - Attends meetings, conferences, workshops, and training sessions and reviews publications and materials to become and remain current on principles, practices, and new developments in assigned work areas.
  - Oversees and executes special projects and systems.
  - Assumes command in the absence of the Police Chief.
  - Performs other duties as assigned.

## **QUALIFICATIONS**

### **Knowledge of:**

- Administrative principles and practices, including goal setting, program development, implementation and evaluation, budget administration, and project management.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.

- Applicable Federal, State, and local laws, codes, court decisions, and regulations concerning the operation of a full service municipal police department.
- Functions, services, and funding sources of a full-service municipal police department.
- Organization and management practices as applied to the development, analysis, and evaluation of programs, policies, and operational needs of the assigned division.
- Law enforcement principles, practices, and techniques related to patrol, traffic enforcement, crime scene control and investigation, protection of life and property, and the pursuit, apprehension, and transport of suspects.
- Rules of evidence regarding search and seizure and the preservation of evidence.
- Investigation and identification techniques and equipment.
- Courtroom procedures and techniques for testifying.
- Recent and on-going developments, current literature, and sources of information related to the operations of a municipal police department.
- Safety practices and equipment related to the work, including the safe use and proper care of firearms.
- Record keeping principles and procedures.
- Modern office practices, methods, and computer equipment and computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing with and solving the problems presented by a variety of individuals from various socio-economic, cultural, and ethnic backgrounds, in person and over the telephone, often when relations may be confrontational or stressed.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service to the public and City staff, in person and over the telephone.

**Ability to:**

- Recommend and implement goals, objectives, and practices for providing effective and efficient services.
- Administer complex police services programs in an independent and cooperative manner.
- Plan, organize, assign, review, and evaluate the work of staff; train staff in work procedures.
- Evaluate and develop improvements in operations, procedures, policies, or methods.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Make sound, independent decisions as a watch commander and in emergency situations.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- Interpret, explain, and ensure compliance with City policies and procedures, complex laws, codes, regulations, and ordinances.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Effectively represent the department and the City in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
- Identify and be responsive to community issues, concerns and needs.
- Perform comprehensive first aid procedures and CPR.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone, and in writing.

- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

### **Education and Experience:**

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from an accredited four-year of college or university with major coursework in criminal justice, police science, public administration, or a related field, and five (5) years of increasingly responsible law enforcement experience, including three (3) years of lead or supervisory experience.

### **License:**

- Valid California class C driver's license with satisfactory driving record.
- Possession of Management P.O.S.T. certificate.
- Possession and maintenance of firearms qualification.
- Title 22 First Aid/CPR Certificate is preferred.

### **PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; maintain P.O.S.T. physical standards, including mobility and physical strength and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain, climbing and descending structures to access crime scene and to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate police services equipment. Positions in this classification frequently bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

### **ENVIRONMENTAL ELEMENTS**

Employees work indoors and outdoors, and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Performing everyday responsibilities may put employees at risk of coming in contact with a variety of potentially hazardous substances and situations including, but not limited to, armed and/or dangerous individuals and animals, disease, unknown toxins and drugs, and bodily fluids. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

### **WORKING CONDITIONS**

Must be willing to pass a detailed background investigation. Must be willing to work extended shifts or be called back in emergency situations and work with exposure to difficult circumstances, including exposure to dangerous situations.