



THE CITY OF EXETER POLICE DEPARTMENT IS
HIRING FOR THE POSITION OF:

Chief of Police



We are seeking a dedicated and experienced **leader** to guide our police force. The ideal candidate will have strong communication skills and a commitment to community engagement, focusing on collaborative problem-solving and proactive policing strategies.

The Position and the Ideal Candidate

The new Chief of Police will assist the City Administrator and City Council in addressing issues relating to mutually agreed upon policies and projects, particularly succession planning. With a strong departmental team emerging, it is expected that the Chief of Police will proactively assess the Police Department and, using a fresh perspective, identify creative opportunities for budgetary and operational efficiencies and build a strong succession plan. The City Council is very specifically looking for a highly qualified leader and mentor to serve in this role and create a strong and efficient department. The ideal candidate for this position has been described as an experienced law enforcement professional with experience in a municipality setting, with strong knowledge of principles, practices, and procedures related to community-based police services, relationship building, staff development, and organizational leadership. They will be skilled in municipal law enforcement techniques; use of emerging technologies; report preparation and presentation both verbal and written forms; professional development and mentoring, recruitment and training; and strategic planning.

The Chief of Police will plan, develop, implement, organize, manage, continuously improve, supervise, direct, and evaluate the law enforcement operations of the City; assist in the administrative and leadership role in the organization; and develop and implement policies relating to the Police Department function and operations. Excellent communication skills, strong interpersonal skills, and willingness to continuously improve the Police Department and the City is a must. Proven, successful local law enforcement management and operations experience are critical. Successful performance of the work requires knowledge of law at all governmental levels, public policy, municipal law enforcement functions and activities, including the role of an elected City Council, and the ability to develop, oversee, and implement projects, programs and processes in a variety of areas related to police operations.

The City Council and City Administrator will collaboratively appoint the Chief of Police. The successful candidate will have a combination of education, experience, and training which demonstrates the knowledge, skills, and abilities to perform the duties of the position and to learn skills normally acquired on the job is qualifying. Typically this would be: graduation from an accredited four-year college or university with completion of a Bachelors Degree in criminal justice, police science, public administration or a related field; and more than five years of increasingly responsible experience in a law enforcement agency, with at least three years in a supervisory or management capacity, preferably in a municipal police department, *or any combination of training and experience that provides the desired knowledge and abilities*. Licenses and Certifications: Possession of a Basic Certificate issued by the State Commission on Peace Officer Standards and Training (P.O.S.T.); Possession of California Peace Officer Standards and Training (P.O.S.T.) Intermediate and Advanced Certificates; Possession of a California Peace Officer Standards and Training (P.O.S.T.) Supervisory Certificate is desirable.

About Exeter and the Department:

The City of Exeter is a unique small-town community with a population of 10,834, situated in the Central San Joaquin Valley at the base of the foothill corridor to the Sequoia National Park, just 55 miles southeast of Fresno and 68 miles north of Bakersfield. Our proximity to the endless adventures of the world-renowned Sierra Nevada Mountains to the east, the relaxing shores of the California coastline to the west, and major cities such as San Francisco and Los Angeles – all within a few hours drive - make Exeter a great place to visit or reside. The Exeter Police Department currently has 18 allocated full-time positions, including the Chief, Two lieutenants, Four sergeants, and 11 police officers.

Search Schedule (Tentative)

Application Filing Deadline.....	9:00 AM Monday, April 07, 2025
Application Review.....	April 7-11, 2025
First Interview Process.....	Tentatively week of April 21, 2025

The Application Process:

To apply for this outstanding career opportunity, please submit a completed City of Exeter application (available on the [City's website](#)) along with your resume, cover letter, and copy of valid drivers license. If you have any questions regarding this position or process, please feel free to contact the City Clerk/Human Resources Manager Francesca Quintana at (559)592-9244 ext. 1001, or at fquintana@exetercityhall.com. **The application filing deadline is 9:00 AM on Monday, April 07, 2025.**

Compensation:

The salary range for this position is \$10,663 - \$12,594 per month or \$127,956 - \$151,128 per year depending on qualifications. In addition, the City of Exeter offers a comprehensive benefits package as outlined below.

Benefits:

Retirement: In accordance with the California Public Employees' Pension Reform Act of 2013 (PEPRA), the City of Exeter offers the 2.7% @ 57 CalPERS plan to new PERS members (service beginning January 1, 2013) with three (3) year's final compensation. Existing miscellaneous PERS members ("Classic" members) with no break in service participate in the CalPERS 3.0% @ 55 plan with highest annual average of 3 consecutive years.

Deferred Compensation Program: The City offers a voluntary retirement program and agrees to match employees' contribution in an amount up to \$50 per pay period.

Retention Pay: Retention Pay is based on complete years of City of Exeter full-time, sworn law enforcement officer employment/service as a percentage of base wages as follows: 2.5% at each of 6, 10, and 15 years (up to a maximum of 7.5%). *Lateral officers' prior full-time, sworn law enforcement officer employment/service will be counted toward years of service in determining retention pay.*

Insurance Benefits: The City currently retains a health program (medical/dental/vision benefits) that currently covers each full-time employee, with employee contributions established by the City Council. Providing employee with dependent coverage for their family, such coverage is available to the employee at a cost as established by City Council. The City also offers Life Insurance coverage, as well as Short and Long-Term Disability Insurance.

Leave/Holidays:

- Management Leave: 96 hours per year every July 1. If hired after December 31, leave is prorated.
- Sick Leave: 12 days per year.
- Vacation Leave: 16 days per year. Additional days based on service years.
- Holidays: 11 holidays and 1 half-day holiday observed annually.
- Additional Leave: Employees receive 1 birthday floating holiday.

Other Allowances: City Vehicle; Cell Phone Reimbursement: \$45, per month, Uniform Allowance, Education/Certificate Pay (if applicable).

Optional Benefits: Additional Insurance Policies, Voluntary Deferred Compensation Program (457 Plans), Flexible Benefit Program (IRS Section 125 Plan).

Mission Statement

Protecting, Preserving, and Promoting Small Town America.

Candidates are encouraged to visit the City's website at <https://cityofexeter.ca.gov/> for a broader understanding of the City's organization and our community.