



**Job Title: Police Chief**

**Location:** Lake Shastina, California

**Job Type:** Full-Time

**Salary:** Competitive and commensurate with experience

**Application Deadline:** January 31, 2025

**About Us:** The Lake Shastina Police Department is dedicated to ensuring the safety and security of our vibrant community. We are seeking a dynamic and experienced leader to join our team as the Police Chief. Lake Shastina offers a unique blend of natural beauty and affordable, close-knit community living, making it an ideal place to live and work.

**Position Overview:** The Police Chief will oversee all operations of the Lake Shastina Police Department, providing strategic leadership and direction. This role involves managing departmental resources, developing and implementing policies, and fostering strong community relations. The ideal candidate will have a proven track record in law enforcement leadership and a commitment to community-oriented policing.

**Key Responsibilities:**

- Lead and manage the police department, ensuring effective and efficient operations.
- Develop and implement departmental policies and procedures.
- Oversee budget preparation and management.
- Foster positive relationships with community members, local government, and other law enforcement agencies.
- Ensure compliance with local, state, and federal laws and regulations.
- Provide training and professional development opportunities for staff.

**Qualifications:**

- Bachelor's degree in Criminal Justice, Public Administration, or a related field or commensurate combination of experience and education.
- Minimum of 10 years of law enforcement experience, with at least 5 years in a supervisory or command position.
- Peace Officer Standards and Training (POST) Management or Executive Certification, or an Advanced Certification and the attainment of a Management or Executive Certification within 2 years of initial employment.
- Strong leadership, communication, and interpersonal skills.
- Commitment to community-oriented policing and public service.

**How to Apply:** Interested candidates should submit a cover letter, resume, and three professional references to the Lake Shastina Community Services District General Manager. Applications must be received by January 31, 2025.

**Contact Information:** Rick Thompson; [generalmanager@lakeshastina.com](mailto:generalmanager@lakeshastina.com); (530) 938-3281

Lake Shastina is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

**POLICY TITLE:        Job Description - Chief of Police**

**POLICY NUMBER:    1500**

**Job Description:**

Under the direction of the District's General Manager, the Chief of Police is responsible for overseeing and managing all operations of the police department and ensuring the safety and security of the community. This role involves strategic planning, policy development, and community engagement to maintain public trust and effective law enforcement. Full staffing of the District's police force consists of one (1) Police Chief; one (1) Sergeant; two (2) full-time officers; and one (1) part-time reserve officer.

**Key Responsibilities:**

- **Leadership and Management:** Provide leadership to the police department, ensuring alignment with the District's mission, goals, and objectives.
- **Frontline Policing:** Assumes patrol duties as necessary.
- **Policy Development:** Develop and implement policies and procedures to enhance department efficiency and effectiveness.
- **Community Engagement:** Foster positive relationships with community members, civic organizations, and other stakeholders.
- **Budget Management:** Oversee the development and administration of the department's budget.
- **Personnel Management:** Supervise, train, and evaluate department staff, ensuring compliance with POST (Peace Officer Standards and Training) requirements.
- **Operational Oversight:** Direct the investigation of major crimes, manage emergency response operations, and ensure the enforcement of laws and ordinances.
- **Strategic Planning:** Participate in the development of strategic plans and performance measures for the department.

**Educational Requirements:**

- **Preferred Education:** A bachelor's degree from an accredited college or university in criminal justice, public administration, business administration, or a related field is preferred.
  - **Equivalent Education and Experience:** In lieu of a bachelor's degree, candidates may qualify with a combination of education and experience that provides the required knowledge, skills, and abilities. This typically includes:
    - **Education:** Completion of college-level coursework in criminal justice, public administration, business administration, or a related field.
    - **Experience:** A minimum of ten (10) years of progressively responsible experience in law enforcement, including five (5) years in supervisory or administrative roles. This experience should demonstrate the ability to perform the essential duties of the position effectively.

Candidates must provide documentation and a detailed explanation of how their education and experience meet the requirements for the position.

### **Experience Requirements:**

- **Law Enforcement Experience:** A minimum of ten (10) years of progressively responsible law enforcement experience, including at least five (5) years in a supervisory or administrative role equivalent to a police sergeant or higher.
- **California Peace Officer:** Must possess a California POST Advanced Certificate. Must possess or obtain a POST Management or Executive Certificate within two years of initial employment.
- **Community Policing:** Experience in community-focused policing and working in a culturally diverse environment is highly desirable.

### **Physical Requirements:**

- **Strength and Endurance:** Candidates must demonstrate sufficient strength and endurance to handle the physical demands of the job, including managing emergency situations and leading from the front.
- **Flexibility and Agility:** Adequate flexibility and agility are required to perform tasks such as climbing, jumping, and maneuvering through various environments.
- **Medical Examination:** Candidates must pass a comprehensive medical examination to ensure they are free from any physical conditions that might adversely affect their ability to perform the duties of a peace officer.
- **Vision and Hearing:** Must meet vision and hearing standards as specified in the POST Medical Screening Manual to ensure they can effectively observe and respond to their surroundings.
- **General Health:** Must be free from any physical, emotional, or mental condition that might adversely affect the exercise of the powers of a peace officer.

### **Additional Requirements:**

- **Age and Legal Requirements:** Must be at least 21 years of age and legally authorized to work in the United States. Must possess a valid California Class C driver's license.
- **Background Check:** Must pass a thorough background investigation, including fingerprinting and a review of criminal records.

### **Salary:**

- The Chief of Police salary is determined by contract.