



Bear Valley Community Services District



The Bear Valley Community Services District seeks a talented Chief of Police who will have a considerable opportunity to leave a lasting impact upon this exclusive gated mountain community.

The next Chief of Police will enjoy a small town atmosphere and the chance to build upon the success of prior Chiefs. They have created a Department that is highly engaged and emphasizes community-oriented policing to preserve community values.

Chief of Police Recruitment

The Community

Bear Valley Springs is a wonder of natural beauty. Outdoor activities and recreation were part of the original development design and inspiration. Residents of this valley enjoy a host of amenities including lakes, shooting range, hiking and horse trails, golf course, and swimming pool. Outstanding services and an extremely low crime rate contribute to a desirable quality of life for residents.

Bear Valley Springs is a wonder of natural beauty. Even first-time visitors are amazed by the diversity and concentration of wildlife, including a large deer and elk population. Outdoor activities and recreation were part of the original development design and inspiration.

The community enjoys a country club, golf course, tennis courts, swimming pool, equestrian center, hiking and horse trails, two lakes, campgrounds, shooting range, open space, and wilderness areas. All await the residents of this premier community with outstanding services and an extremely low crime rate, which contributes to a desirable quality of life for residents.

Bear Valley Springs is located in the Tehachapi Mountains in Southern California, approximately 125 miles north of Los Angeles. This residential community consists of about 3,600 home sites spanning 42 square miles in Kern County, with most municipal services provided by the Bear Valley Community Services District.

Since its inception, there has been an emphasis on preserving the community's identity as a scenic, rural residential community with large parcels and abundant open space. Today, approximately 6,000 residents cherish their community's tranquil lifestyle. Although geographically large, Bear Valley Springs is gated, adding to an atmosphere of security and exclusivity.

The greater Tehachapi area is known as "the Land of the Four Seasons," and residents enjoy warm Summers, Fall colors, Spring wildflowers, and just enough snow to know it is Winter, with clean, clear air year-round. Bear Valley Springs' elevations range from 4,000 to nearly 7,000 feet, providing ecosystems from scrub oak and chaparral to tall pine forests.



The District

Community Services Districts in California are local government entities that provide municipal services. While there are many Community Services Districts across California, Bear Valley Community Services District is uncommon in the diversity of municipal services provided, including police, water, wastewater, roads, drainage, solid waste, and parks and recreation. Land use authority (planning and building) and fire are vested with Kern County.

A five-member Board of Directors governs Bear Valley Community Services District. Directors are elected to four-year staggered terms, with elections held in November of even-numbered years. The Board provides policy direction and budget approval, and a professional staff carries out the Board's agenda. The FY 2021-22 total budget is \$13.2 million, and the District employs approximately 38 full-time staff and 18 part-time staff. Funding is provided primarily by property taxes, special taxes, and assessments, including a special tax dedicated to police services.

The professional staff is led by a General Manager, operating under a Council/Manager form of government. The General Manager directly oversees the Assistant to the General Manager and the department heads, including the Chief of Police, Administrative Services Director, and Public Works Director. Parks & Recreation is currently provided through contract service.

The Department

The Chief of Police leads the Public Safety Department and serves as the Public Safety Director. The Department provides 24-hour police patrol, traffic enforcement, crime investigation, crime prevention, and other law enforcement services, including operation of the Entry Gate, to protect and preserve residents' health, safety, and security.

The Bear Valley Police Department is responsible for maintaining public peace, safeguarding lives and property, and promoting a high quality of life for residents.

The Department is committed to the principles of community-oriented policing as an organizational philosophy and problem-solving strategy and by fostering community partnerships.

The Public Safety Department's budget for FY 2021/22 is ~\$1.9M. Police Department staffing includes:

- one (1) Chief of Police
- one (1) Sergeant
- our (4) full-time Police Officers
- one (1) part-time Police Officer
- one (1) administrative staff member.

The Entry Gate is staffed by one (1) full-time and approximately twelve (12) part-time employees. In addition, Kern County provides dispatch services under contract.



The Position

The next Chief will be a highly qualified, motivated, visionary leader with unquestionable ethics and integrity and solid management, organizational and financial skills. In addition, the ideal candidate must possess outstanding communication and interpersonal skills, provide decisive and principled leadership, and demonstrate exemplary behavior to serve as a role model within the agency and across the community.

The Chief of Police reports to and receives direction from the General Manager and manages the Public Safety Department. With an emphasis on community-oriented policing, this includes planning, managing, overseeing, and directing comprehensive services and activities related to law enforcement, including field and administrative police work, coordinating dispatch services, records management, and administrative support, emergency preparedness, and the controlled entry gate into the community.

Opportunities & Challenges

The Chief of Police will continue developing and implementing community-oriented policing as a philosophy and an organizational strategy that promotes police and community partnerships. The Department recognizes the shared responsibility and connection between themselves and the community in preserving Bear Valley as a safe place to live.

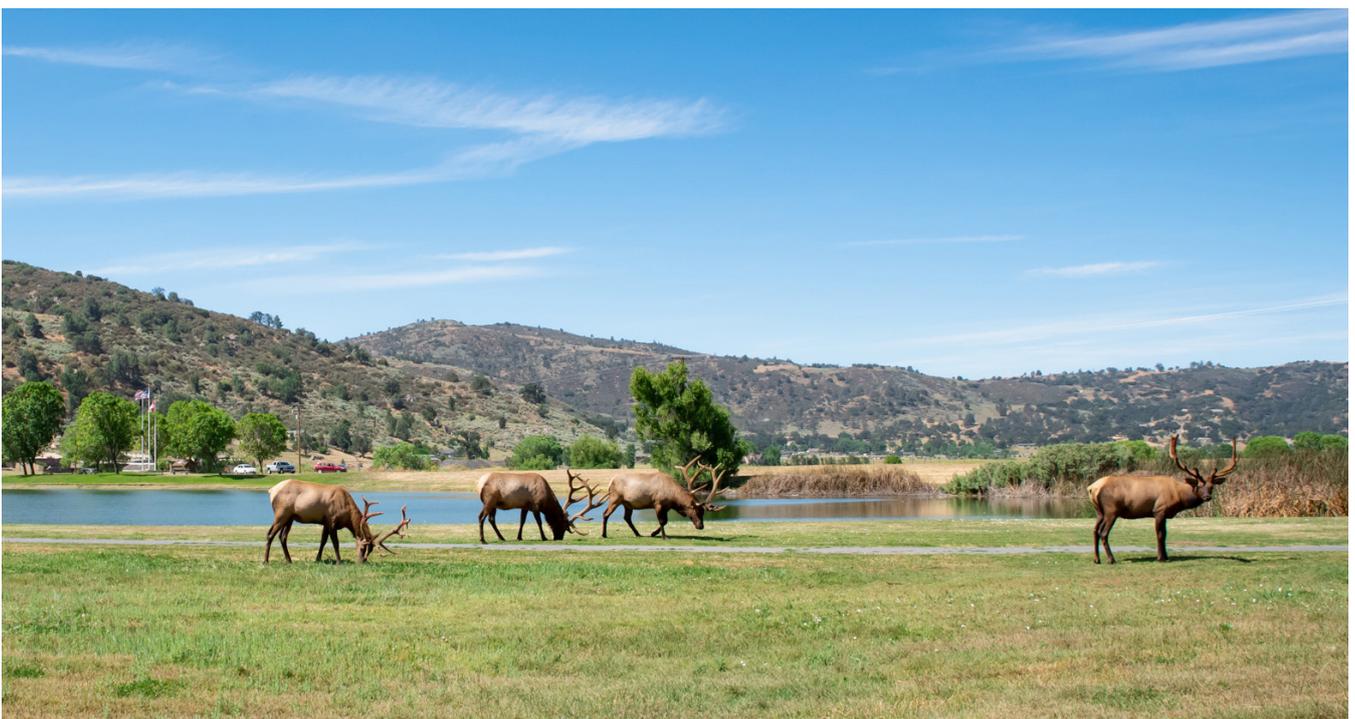
Like most California municipalities, the District

has adapted to a “new normal” due to financial challenges. All departments within the District have been reviewed thoroughly to identify and implement efficiencies to balance the budget. To be successful in this position, the next Chief of Police must balance advocacy for resources with the needs of other District departments.

The Department experienced reductions in funding and staffing five years ago, and it is unlikely the positions will be restored. For example, the Department no longer has a dedicated detective position, with the responsibilities being absorbed by other positions. This has resulted in a paradigm shift emphasizing community-oriented policing and problem-solving at the officer level.

In general, the officers have embraced this cultural change and realize serving the community is more important than individual statistics. As part of this evolution, the next Chief of Police must be comfortable communicating the Department’s vision and mission to the community and staff and be a collaborative manager open to suggestions for continual improvement of departmental operations.

The Chief should instill a strong culture of trust, mentoring, planning, and continuity. The employees in the Public Safety Department are hardworking and eager but can benefit from additional training and leadership. Kern County provides dispatch services, and a good working relationship is vital to ensure continued success.



This will be an active and challenging position with many opportunities to identify areas of improvement and implement best management practices. Upgrades to technology, fleet, and the armory are planned. The Entry Gate to the community is scheduled to be upgraded for modernization and efficiencies, allowing the Chief to influence the design and security.

Ideal Candidate

In addition to the prerequisites of being ethical, well qualified, and experienced, certain traits will be essential for success, and therefore the next Chief of Police should:

- Have diverse experience in law enforcement management and administration, ideally serving a comparable community.
- Bring a strong customer service ethic, a desire for long-term affiliation with the Bear Valley Community Services District, and a professional approach to enhancing the community's quality of life.
- Continue to develop a more robust adoption of community-oriented policing.
- Cultivate and maintain relationships with the community, staff, General Counsel, General Manager, and the Board of Directors.
- Be politically astute yet remain apolitical, without undermining or usurping the authorities of the Board of Directors or General Manager.
- Understand that public safety is one of the many services provided by the District with a viewpoint that engenders cooperation and the ability to balance departmental advocacy with communitywide needs in this new fiscal reality.
- Have a positive outlook, demonstrate enthusiasm and creativity, offer practical solutions, continually find ways to improve operations, work within budget constraints, and complete projects and tasks promptly.
- Mentor employees, understanding the value of training and professional development to advance the workforce's skillset and build strong succession planning.
- Practice a flexible leadership style emphasizing collaboration rather than autonomy and rigidity.
- Be a highly visible and engaged leader who will actively patrol when needed, ride and train along with other officers, be visible in the office and the field, know when to wear a uniform or business attire, and directly conduct training.
- Communicate articulately verbally and in writing, with the ability to clearly explain complex issues to a wide variety of audiences, including elected officials.
- Understand and develop methods and metrics to gauge short and long-term success and measure officer performance without overreliance on basic statistics.



Qualifications

This position requires sufficient education, training, or work experience that will enable the incumbent to perform the job's essential functions. Any combination of education, training, and experience that would likely provide the required knowledge and abilities may be considered qualifying at the District's sole discretion. A typical combination would be:

Education:

Equivalent to graduation from a US high school or passing score on the General Education Development (GED) exam; Bachelor's Degree from an accredited college or university with a major in police science, criminal justice, or a related field; Master's Degree in public or business administration, or completion of advanced law enforcement management training, such as the POST Command College or the FBI National Academy, is preferred but not required.

Experience:

Seven (7) years of full-time law enforcement experience as a sworn officer in the State of California performing those duties described in California Penal Code section 830.1 with at least three (3) years as a first-level supervisor and have completed the POST Supervisory course.

License or Certificate:

- Possession of or ability to immediately obtain a current and valid Class C California Driver's License and maintain a clean driving record.
- Possession of California POST Supervisory Certificate; Management or Executive Certificate preferred.

Special Requirements:

- Must be 21 years of age as of the date of hire.
- Must meet citizenship requirements per California Government Code Section 1031 & 1031.5.
- Must be of good moral character with no felony convictions.
- Must pass a background investigation.

Compensation and Benefits

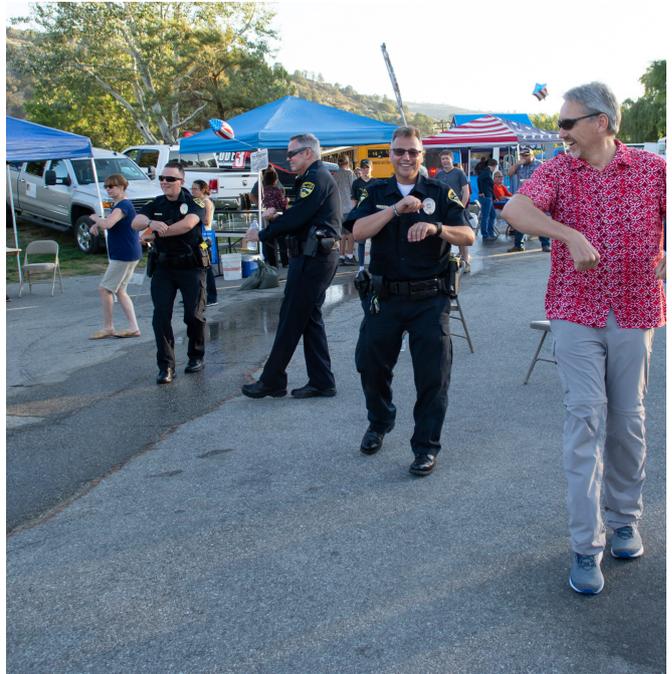
The annual salary for the Chief of Police is \$123,312 to \$157,380. Placement within the approved salary range will be dependent upon career experience and qualifications.

The Bear Valley Community Services District offers an excellent benefits package:

- **Retirement:** The District participates in the California Public Employees Retirement System (CalPERS) and participates in Social Security. Classic CalPERS members have a 9% employee contribution for a 2% @ 50 retirement benefit. PEPRAs members contribute 13% for a 2.7% @ 57 benefit formula.
- **Health Insurance:** District-paid, comprehensive medical insurance plan for eligible employees, spouse, and dependents. Multiple plan options are available.
- **Dental Insurance:** District-paid, comprehensive dental benefit program for eligible employees, spouse, and dependents.
- **Life & Disability Insurance:** District-paid life and long-term disability insurance in the amount of \$75,000. Additional life insurance coverage may be purchased via payroll deduction, with a guarantee issue up to \$100,000.



- **Vacation Leave:** Vacation leave accrues at 10-25 days annually, capped at 240 hours.
- **Sick Leave:** Sick leave accrues at 14 days annually, capped at 480 hours. Sick leave accrues but is not eligible for use for the first 90 days of employment.
- **Administrative Leave:** Administrative leave accrues at eight hours per month, capped at 56 hours, in lieu of overtime compensation.
- **Personal Leave:** Personal leave is granted at 24 hours annually, renewed each July 1. Personal leave does not accrue or carry over year to year. An additional 8 hours will be awarded as a personal "Safety Day" upon completing a full year of employment without any safety violations or discipline.
- **Holidays:** 11 holidays per year are observed.
- **Deferred Compensation:** The District offers a 457(b) Deferred Compensation Program through CalPERS. The District will pay 50% of the annual IRS defined limit (excluding catch-up provisions) in equal quarterly contributions each calendar year
- **Salary Step Increases:** The salary scale is six steps with a 5% increase between steps. The General Manager has discretion in initial placement on the scale upon hire. Step increases are considered at the time of performance evaluations. The position also receives annual COLA adjustments as approved by the Board of Directors.
- **Tuition Reimbursement:** The District has a partial tuition reimbursement program for successful completion of course work approved in advance by the General Manager.



To be considered, candidates must apply at www.governmentjobs.com/careers.bvcsd, complete an application form and supplemental questionnaire, and submit a compelling cover letter and comprehensive resume. **Applicants are encouraged to apply immediately. The position is open until filled with application screening, and interviews conducted continuously.**

General inquiries should be directed to Assistant to the General Manager Kristy McEwen at (661) 821-4428 or kmcewen@bvcsd.org. All inquiries and applications are confidential.

A detailed background check is required of the final candidate prior to employment.





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