

Compensation and Benefits

The City of Galt provides an attractive compensation and benefit package. The salary range for this position is \$109,656 - \$133,224 DOQ. The selected candidate will also receive a 5% educational incentive with the possession of a BA/BS degree. Currently all city employees are on a furlough plan equivalent to a 3.55% salary reduction. The competitive benefit package includes:

- ◆ Retirement: CalPERS with a 3% @ 50 formula. The employee pays the 9% employee contribution. The City also participates in Social Security.
- ◆ Medical: Employee choice of HealthNet or Kaiser. The City contributes up to \$1,448.77 per month towards the premium cost. Option to waive medical benefits is available.
- ◆ Dental and Vision: The City pays the total cost of the premium for the employee and dependents.
- ◆ Vacation Leave: Accrual rate of 120 hours per year.
- ◆ Administrative Leave: 96 hours per year.
- ◆ Holiday Pay: 13 paid holidays per year including one floating holiday.
- ◆ Sick Leave: Accrual rate of 64 hours per year.
- ◆ Deferred Compensation: Employee may voluntarily participate in a plan through Strategic Retirement Advisors.
- ◆ Life Insurance: City paid policy for \$100,000 term life insurance.
- ◆ Long-Term Disability – City paid policy with a maximum monthly benefit of \$7,500.
- ◆ Employee Assistance Program: City paid program administered by Guidance Resources.



For more information on the City of Galt please visit their website at: www.ci.galt.ca.us.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward (email preferred) a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408.399.4423
E-mail: jobs@averyassoc.net



Final filing date: February 18, 2011

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424.

The City of Galt

*invites your interest for the
position of*



Chief of Police

The Community

Galt is known for its warm and friendly residents, great recreation programs and an excellent quality of life. Galt offers affordable housing with a small town charm and is a perfect locale for raising a family. Incorporated in 1946, the City of Galt is a growing community with approximately 25,000 residents and is located approximately 20 miles south of Sacramento along Highway 99.

The City is known for its annual spring Strawberry Festival, summer Galt Festival, winter Bird Festival and the unique, city owned Galt Market, an open air market held every Tuesday and Wednesday offering great deals on fresh fruits and vegetables, clothing, home furnishings and much more. Sports, recreation and the outdoors are also key aspects to Galt's quality of life. Enhanced by its mild seasonal climate and numerous parks, Galt features a variety of activities for youth and adults such as t-ball, baseball, football, soccer, swimming and swim lessons, karate, exercise classes and many more choices to meet the needs of the community. Galt is centrally located in the heart of the Delta Recreation Area adjacent to the Cosumnes River Reserve. Within close proximity are the Sierra Foothills and the Sacramento Delta. Reno, Lake Tahoe, San Francisco, wine country and the majestic California coastline are all within a two hour drive as Galt's ideal location allows residents to easily access California's finest destinations. The educational system is strong with excellent schools including the new Liberty Ranch High School, which opened in the fall of 2009.



City Government and the Department

Galt is a General Law city led by five council members that are elected at-large to overlapping four-year terms. The members of the City Council appoint the Mayor for a two-year term. The City takes pride in the programs and services it provides to the community under the direction of the City Manager who oversees the daily operations of the 135 member city staff.



The Galt Police Department is a full service law enforcement agency whose mission is to provide an atmosphere where community livability and quality of life are priorities. The Department is well resourced with healthy staffing level, excellent equipment and a modern 22,000 square foot police facility. The command staff includes the Chief and two Lieutenants that oversee a department of 50 employees including 36 sworn personnel.

The Position and The Ideal Candidate Profile

The Galt Police Department enjoys tremendous community support. City voters recently passed Measure R, a 1/2 cent sales tax dedicated to public safety resources. The new Chief will be expected to continue the major focus on community relations. This will include continued development of community oriented policing efforts and active outreach programs to all facets of the community.

Progressive leadership will be essential in evolving towards a culture of trust, mutual respect and teamwork. During the past several years, the Department has made major strides as a professional, service minded and community oriented agency. This momentum must be maintained with the emphasis on community relations, accountability and transparency becoming intrinsic to the environment. The new Chief will be a decisive, yet collaborative, fair and inclusive leader who fosters positive relationships within the department, city government and with the broad array of community constituents.

Staff development is an essential aspect to this position. The Department consists of many dedicated, hard-working but relatively young (in tenure and experience) staff that are invested in professional growth and promotional opportunities. The emphasis on the growth of departmental members will be valuable in succession planning, team building and retention efforts for future years.

The City's crime statistics have continually reflected positive gains in this area. Gang intervention and abatement efforts have been a key focus and continue to be a priority. It's expected the new Chief will have a strong background with gang related programs and is a big picture thinker with a history of developing collaborative efforts with regional partners and related agencies.

The administrative aspects of the position will require strong management and budget administration skills combined with excellent verbal and written communication skills. A creative thinker who is adaptable, flexible and involved and one that can embrace and relate to the unique aspects of the department and community will



represent several ideal attributes for the position. Unquestioned integrity and honesty are also essential to this role. The new Chief will have three or more years of command or supervisory experience equivalent to the level of Lieutenant or above in police service and a BS/BA with major course work in criminology, law enforcement, social or police science, public administration or a related field. A POST management certification is required and an MA/MS is highly desirable.

