

POLICE CHIEF

Town of Truckee, CA



THE COMMUNITY

Located in Nevada County, California just 12 miles north of Lake Tahoe, the Town of Truckee is only minutes from eight world-class ski resorts. Situated in the Sierra Nevada Mountain Range, the Town contains Donner Lake and the picturesque Truckee River. Truckee's location affords its residents and visitors diverse and readily accessible outdoor recreation opportunities and inspiring natural beauty at elevations from 5,980 to 7,500. Spanning a total area of 33.7 square miles, this close-knit community is home to approximately 16,800 year-round residents.

Truckee's economy is driven by tourism and seasonal residents primarily in the winter and summer. During those seasons, the population can swell to over 45,000 and the town averages about 160,000 visitors annually. Many are drawn to the area for its stunning beauty, exceptional resorts, and pristine alpine lakes and rivers where every winter and summer sport imaginable can be pursued. Access to the town is available by car through Interstate 80 and State Route 89, as well as daily Amtrak train service, and daily charter and private flights at the Truckee Tahoe Airport.

Truckee is served by outstanding schools and excellent emergency medical facilities and infrastructure. The community has a distinctive progressive spirit while at the same time being incredibly committed to protecting its historic roots and authentic mountain town lifestyle. Nowhere is this more evident than in historic Downtown Truckee. While the downtown historic buildings evoke its frontier town days, they now house unique shops, fine hotels, superb restaurants, wine tasting, art galleries and entertainment. Additionally, Truckee has a significant density of art and culture, including numerous working artists, galleries, a maker space, public art installations, and many annual cultural events and performances. This unique blend of old and new has earned the town well-deserved accolades for its evolution into an exceptional ski town. It has been named "Most Well-Rounded" ski town in the west by Sunset magazine and received widespread recognition for being one of the "coolest" ski and outdoor towns in North America.

In recent years, Truckee has experienced an increase in the number of remote workers who have location-flexible jobs and live either full or part-time in the community. This trend has increased substantially during the COVID-19 pandemic, contributing to an already robust housing market and need for year-round services.



TOWN GOVERNMENT

Incorporated in 1993, Truckee is part of a select group of communities that have chosen to be known as a town, rather than a city. Originally incorporated as a general law city, in 1995, Truckee voters chose to become a charter city. Truckee operates under the Council-Manager form of government and is governed by five council members, elected at-large to overlapping four-year terms. The town operates with the support of 113 full-time and 40 part-time employees and a FY2020-21 budget of \$57 million.

In September 2020, the Town Council selected Jennifer Callaway as the new Town Manager. She brings nearly two decades of local government experience, most recently serving as Finance Director, Acting Public Works Director and Public Information Officer in the City of Morro Bay. Her senior management experience also includes service in the City of Sonora and the Town of Los Gatos. Jennifer earned her law and master of public administration degrees from Syracuse University and holds a bachelor's degree in accounting from the State University of New York.

Since incorporation, Town staff and decision-makers have embraced a set of operating principles known colloquially as "The Truckee Way". The documented philosophy reflects core values dedicated to a belief that non-adversarial dispute resolution results in the most effective community, decision-maker and employee involvement in the town and its future.

THE TRUCKEE WAY

Clear Priorities
No Surprises
Community Outreach, Involvement and Transparency
Non-adversarial Decision-Making

For more information about the Town of Truckee and The Truckee Way, visit: <https://www.townoftruckee.com>.

THE POLICE DEPARTMENT

Formed in 2001, the Truckee Police Department (TPD) provides all police-related services for the Town, including administration, uniformed patrol, investigative services, on-campus police support, boat patrol on Donner Lake, animal services, and parking enforcement. In addition, the department supports several community-oriented initiatives that address prevention, intervention, and education priorities. TPD is supported by 25 sworn (including the Chief), three reserve officers and 14.5 civilian staff and a FY2020-21 budget of \$9.3 million.

The department contracts with the Nevada County Sheriff's Office for police dispatch and Town 9-1-1 services and partners with the Humane Society of Truckee-Tahoe to provide animal services.

To learn more about the Truckee Police Department, visit:
<https://www.truckeepolice.com/police-services/>

THE IDEAL CANDIDATE

The ideal candidate will be a contemporary and versatile professional who can embrace a customized approach to community policing that is uniquely suited for this town. Truckee's Chief will be a highly engaged leader with flawless integrity who exhibits a sincere interest in the people he/she leads and the community he/she serves. A visionary practitioner who is not bound by tradition, this individual will be resourceful and creative in firmly positioning the department for the future.

The ideal candidate will be a flexible and empathetic leader who sets the example for high professional standards and creates an environment that supports success in department adherence to those standards. Truckee's Chief must be a passionate mentor and coach capable of further developing the incredible talent in the organization that is ardently dedicated to a personable, proactive and highly responsive service delivery model. In addition, this well-respected professional will bring innovative ideas to training needs and retention strategies in a manner that encourages ingenuity in others. Equally important is the ability to maintain a culture that is characterized by a deep commitment to serve, admirable synergy between sworn and non-sworn staff, a strong team orientation, and cohesive working relationships between Town departments. Like all members of the executive team, the Police Chief is a working department head who is adept at balancing the internal and external demands of his/her role.

The next leader of the Truckee Police Department will be attentive to present day needs while also being proactive



in preparing for the future. A champion for the department and the Town, he/she will be a relationship and bridge builder who is familiar with serving a community with high expectations. Recognizing that effectively addressing community concerns and advancing community priorities requires a team effort, the individual selected will have a demonstrated history of being collaborative internal and external partner.

The professional selected will be an outstanding and relatable communicator who can easily engender trust and establish credibility. Along with well-developed political acumen, the individual selected must display exceptional interpersonal skills, impressive emotional intelligence, a healthy sense of humor and enjoy interacting with the community in a variety of formats. He/she will exhibit an inclusive and accessible style and have a history that reflects effective and meaningful community engagement as a regular business practice.

The ideal candidate will have the proven ability to create safe venues for all members of a community and department to be heard and knowledgeable regarding effective techniques that constructively facilitate dialog around topics which are sometimes challenging or new. Having the fortitude required to deal with controversy and the evolving nature of the policing profession will be expected.

Any combination of experience and training that would provide the required knowledge, skills and abilities. A typical way to meet the qualifications would be currently servicing at the rank of Captain or above and/or possess broad operations and significant administrative experience at a level commensurate with division level oversight and management. Education equivalent to a bachelor's degree from an accredited college or university. A Master's degree and/or completion of an executive leadership program is preferred.

Current or previous experience serving a resort community or small town and dealing extensively with quality of life issues will be considered favorably. An appreciation for the outdoors, and active lifestyle and seasonal weather (including an abundance of snow!) is essential to be a good fit in Truckee. Previous involvement in disaster and emergency preparedness and response is desirable. Lastly, the Town is also interested in attracting candidates who will make a multi-year commitment to the role.

COMPENSATION & BENEFITS

Salary range is \$138,652 – \$187,180; placement within the range will be DOQE of the select candidate. Along with salary, Truckee offers an attractive benefits package that includes but is not limited to:

Retirement: 3.0% @ 55 for Classic PERS members, 2.7% @ 57 for new PERS members. Participation in the CalPERS plan discontinues employee participation in the Social Security System.

Health, Dental, Vision, and Term Life: Premiums paid by the Town for employee and any dependents.

Deferred Compensation 457: Opportunity for Town contribution.

Retirement Health Savings: Employee contributes 1% base pay, with 1% Town match.

Long Term Disability Insurance: Employee paid, currently .89% of base pay.

Life Insurance: Premium paid by the Town, \$50,000 coverage limit.

Vacation Leave: Starting at 80 hours per year.

Administrative Leave: 96 hours a year.

Sick Leave: \$185 per month contribution.

Holidays: 13 paid.

Other: Uniforms and safety equipment provided plus dry cleaning.



APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **midnight on Sunday, December 13, 2020**. To be considered for this opportunity, upload cover letter, resume and list of six professional references using the “Apply Now” feature at www.tbcrecruiting.com.



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TERI BLACK & COMPANY, LLC
www.tbcrecruiting.com

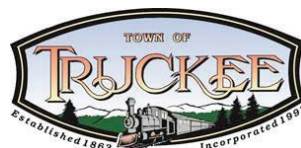
Following the closing date, resumes will be screened in relation to the criteria in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. A small group of candidates will be invited to participate in additional interviews in January 2021. Truckee anticipates making a selection in a timely manner following the completion of negotiations and POST compliant background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the selected candidate.

Recruitment Schedule

Application Deadline	December 13, 2020
Preliminary Interviews	December 16-22, 2020
Panel Interviews	January 14-16, 2021
Tentative Offer (negotiations)	late January 2021
Start Background	late January 2021
Formal Appointment Announced	February 2021
Start Date	March 2021

Certain accommodations on interview dates and times can be arranged for candidates traveling long distance.

The Town of Truckee reserves the right to alter the interview and selection process in response to the evolving impacts of COVID-19 and corresponding public health protocols.



Truckee, California

“Base Camp for a Big Life”

Truckee Donner Chamber of
Commerce