



The City of Sunnyvale announces a unique career opportunity!

The Best of Both Worlds ...



Sunnyvale Department of Public Safety

Director of Public Safety



THE OPPORTUNITY

The City of Sunnyvale invites your interest in this outstanding opportunity to become part of an innovative, strategic and successful organization. The City of Sunnyvale Department of Public Safety is recognized for its uniqueness of incorporating police, fire and EMS services in one agency. Every one of the Department's officers are fully qualified police officers, firefighters, and EMT(b) professionals. Public Safety Officers fulfill these roles in their daily duties, insuring the highest levels of efficiency and competency for the residents of Sunnyvale. When you dial 9-1-1 you are getting the best-trained and equipped professionals in the nation.

The individual appointed to this position will be offered an exceptional opportunity to take ownership of this unique department, further its alignment with the strategic goals of the City, and provide strong, dynamic leadership for the organization's success.



THE COMMUNITY

Recognized as the "Heart of Silicon Valley," Sunnyvale, with a population of 141,099, is the fifth-largest city in the San Francisco Bay Area and the second-largest in Santa Clara County. Sunnyvale was incorporated in 1912 and, over the years, has transformed from an agricultural community, to a center for the defense industry, to the current nexus of research, development and manufacturing that created Silicon Valley. Sunnyvale is home to notable companies such as Yahoo!, Nokia, Advanced Micro Devices, NetApp and Lockheed Martin Space Systems. Among others, Hewlett Packard and Microsoft will soon be moving into Sunnyvale.

Sunnyvale is ideally located close to some of California's most attractive destinations. San Francisco, the Monterey Bay Marine Sanctuary, Lake Tahoe, Yosemite National Park and the famed wine country of the Napa and Sonoma Valleys are within a short driving distance.

The Bay Area is home to many museums, theaters, concert halls and art galleries, as well as several professional sports teams. A wide variety of community, cultural and artistic events are held throughout the year, including the annual Art & Wine Festival, the Summer Music Series, Hands on the Arts children's art fair, a weekly farmer's market and downtown holiday events. The historic downtown business district is a vibrant commercial and entertainment hub. In addition, the City is in the final stages of completing a significant downtown office, residential and retail project that will continue to attract major corporations while maintaining the quality and ambience of a small town business district.

Four school districts serve the community of Sunnyvale, with 26 public and private schools. Stanford University, Santa Clara University, San Jose State University, two University of California campuses and several community colleges are nearby. Sunnyvale's climate is ideal, with an average temperature of 71° in July and 53° in January.

THE ORGANIZATION

The City of Sunnyvale is a charter city, with a seven-member City Council that is elected at-large. The Council appoints the City Manager and City Attorney. The Mayor and Vice Mayor are selected by the Council, with the Mayor serving a two-year term. The Council and City staff enjoy a positive and mutually-respectful relationship.



Innovation and collaboration are highly encouraged by the City Manager.

THE ORGANIZATION (continued)

Sunnyvale provides a full range of services and maintains a workforce of approximately 900 employees. The City has an annual operating and capital budget of approximately \$250 million dollars. The City's performance-based budgeting system and unique financial planning and management system provide a strong structure for the City's long-term fiscal stability, resulting in a solid overall financial foundation. The City has a balanced 20-year financial plan and operates under a two-year budget cycle.

City Departments include: City Manager, City Attorney, Community Development, Finance, Human Resources, Information Technology, Library and Community Services, NOVA Workforce Services, Public Safety, Public Works, and Utilities. For more information about the City of Sunnyvale, please visit the City's website at www.sunnyvale.ca.gov.

THE DEPARTMENT

The Department of Public Safety was formally established in the City of Sunnyvale June 6, 1950. It is one of the oldest fully-integrated police, fire, and emergency medical services public entities in the United States. Specifically, these services include law enforcement, crime prevention, fire suppression, fire prevention, emergency preparedness and emergency medical services. The Department of Public Safety consists of the following key divisions: Police and Technical Services, Fire, and Special Operations. This approach to municipal safety services has become a hallmark of safety concepts and practices by using a generalized approach that avoids duplication of effort, economizes staffing without reducing service levels and is more flexible and responsive to the community's safety needs. This non-traditional approach to the department organization results in the local crime rate being among the lowest in the nation. The public safety concept of providing integrated services to the Sunnyvale community and residents is a unique and effective method of resource allocation. The Department is currently staffed by a total of 277 employees, 204 of which are sworn with 73 civilian personnel.

One of the main focuses of the Department this year will be to gain efficiencies and economies of scale by developing shared services programs in public safety. Specifically, the City of Sunnyvale Department of Public Safety will work together with all cities in the region, especially with the cities of Mountain View, Santa Clara, Los Altos and Palo Alto to share equipment and staff across borders to consolidate service delivery.

THE POSITION

The Director of Public Safety is responsible for providing leadership and direction to the Department of Public Safety staff and bringing a dynamic, visionary, service-oriented and proactive approach that supports the City of Sunnyvale organization initiatives. One of the key components of this position is to serve as the City's primary authority and provide a high level of expertise regarding the public safety issues currently facing the City. The Director of Public Safety is a member of the City's Executive Leadership Team (ELT), which consists of the City Manager, City Attorney and all Department Directors. Creative problem-solving and performance improvement are consistent themes within the management culture as the City strives for continuing innovation in achieving enhancements to efficiency and effectiveness, while achieving cost savings.

THE IDEAL CANDIDATE

The new Director of Public Safety will be an experienced, visionary leader and innovative administrator who will embrace the vision and mission of the Department and the guiding principles of the City. The ideal candidate will be a results-oriented and strategic manager who will work effectively and collaboratively within the Silicon Valley region to bring a high level of expertise, credibility, accountability, leadership and passion for providing services and contributions to the community.

The ideal candidate will have any combination of education and experience that provide the required knowledge, skills and abilities. A typical way of obtaining the required qualifications would be a bachelor's degree from an accredited college or university in Police Science, Fire Science, Public Administration, Political Science or a related field and seven years of increasingly responsible work experience in public safety, including at least two years in a management capacity. This position also requires possession of a management certificate issued by the California Commission on Peace Officer Standards and Training (POST) within one year of appointment.

COMPENSATION & BENEFITS

The salary range for the Director of Public Safety is \$175,302 to \$206,237 annually. The City of Sunnyvale also offers an excellent and competitive benefits package, including:

- **Medical Insurance:** Provided through CalPERS and is fully paid by the City for the employee and eligible dependents.
- **Dental Insurance:** Provided through Delta Preferred (PPO) or Delta Care (HMO).
- **Life Insurance:** Basic Life/AD&D – City-paid policy for employee up to 1 x annual salary up to a maximum of \$175,000.
- **Retirement:** CalPERS 3% @ 50 – 9% employee contribution is paid by the City and is reported as Employer Paid Member Contribution (EPMC). The City also contributes 2.25% of the employee's salary to fund the cost of the single highest year retirement benefit.
- **Deferred Compensation:** The City contributes 2% of base salary to either a 457 or a 401(a) plan, subject to plan contribution limits.
- **Paid Time Off (PTO):** An all-inclusive PTO program is available starting with 21 days annually and increasing to 39 days, depending upon length of service.
- **Management Leave:** After six months of employment, eligible for up to 60 hours of management leave per calendar year.
- **Holidays:** Eleven holidays and an additional 20 hours of floating holiday pay per calendar year.

Additionally, the City of Sunnyvale offers mortgage assistance and relocation reimbursement assistance, disability leave, dependent care, employee assistance and tuition reimbursement programs. For additional information regarding the outstanding benefits offered by the City of Sunnyvale, please visit the City's employment website at Jobs.inSunnyvale.com.

TO BE CONSIDERED

Bob Murray and Associates will assist the City of Sunnyvale by conducting the initial screening and making recommendations to the City Manager for further consideration. If you are interested in this outstanding opportunity, please visit www.bobmurrayassoc.com to apply online.

Filing Deadline: 5 p.m., July 29, 2011

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews. A select group of candidates will be asked to provide references once it is anticipated they may be recommended as finalists. References will be contacted only following candidate approval. Candidates will be advised of the status of the recruitment following selection of the Director of Public Safety. If you have any questions, please do not hesitate to call Mr. Bob Murray at (916) 784-9080.