

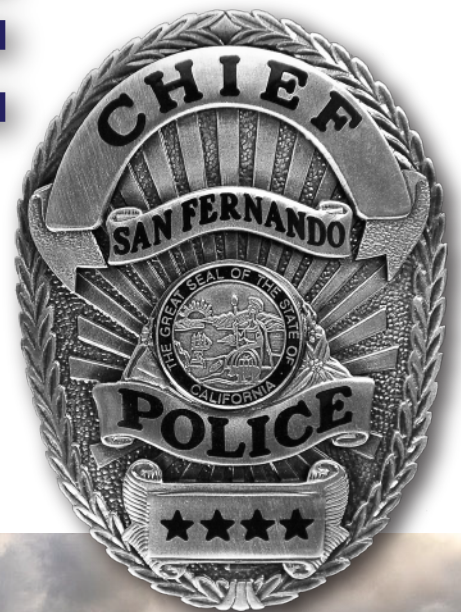


THE CITY OF

# SAN FERNANDO

INVITES APPLICANTS FOR THE POSITION OF

# POLICE CHIEF



**SANFERNANDO.GOV**

(818) 898-1239 | [HumanResources@sanfernando.gov](mailto:HumanResources@sanfernando.gov)

## THE COMMUNITY

The City of San Fernando is located in the northeast section of the San Fernando Valley at the southern foot of the San Gabriel Mountains, approximately 23 miles North of Downtown Los Angeles. This compact community of 2.4 square miles and 25,000 residents is completely surrounded by the City of Los Angeles, including the nearby communities of Sylmar, Mission Hills and Pacoima.

As you enter the City of San Fernando along picturesque, palm-lined Brand Boulevard, you discover a community rich in California history dating back almost two centuries. Named in honor of a Spanish Saint/King, San Fernando was settled long before the rest of Los Angeles' Northeast Valley. In 1874, San Fernando became the valley's first organized community, thus earning the title "First City of the Valley." The City grew out of the ranching activities surrounding Mission de San Fernando Rey, whose graceful porticoes still stand today.

San Fernando enjoys a sweeping view of the panoramic San Gabriel foothills and a sense of privacy; yet it is only minutes away from Downtown Los Angeles and other centers of commercial activity, thanks to a network of freeways, with easy access to Interstate 5 Freeway (I-5), State Route 118 (SR-118), Interstate 210 Freeway (I-210), and nearby Burbank and Whiteman airports. The City combines modern metropolitan conveniences with a close-knit community of friendly, civic-minded residents.

## THE ORGANIZATION

The City of San Fernando was incorporated in 1911 and is organized according to the City Council/City Manager form of government with seven full service departments, including City Manager's Office, Administrative Services, City Clerk, Community Development, Police, Public Works, and Recreation and Community Services. Fire and emergency medical services are provided through a contract with the City of Los Angeles. The City employs approximately 146 full-time equivalent employees from a total Adopted Budget for fiscal year 2025-2026 of \$56.2 million, which includes a General Fund budget of \$28.8 million.

The City is governed by a five-member City Council who serve overlapping four-year terms, with a Mayor appointed every year, on a rotating basis, by a majority vote of the City Council.



## THE DEPARTMENT

The San Fernando Police Department (SFPD) serves as the primary law enforcement agency for the City of San Fernando, California, providing comprehensive public safety services to residents, businesses, and visitors. SFPD is committed to community-oriented policing, crime prevention, and proactive engagement through neighborhood and business watch programs, youth outreach, traffic safety enforcement, and emergency response services. The Department prioritizes transparency, accountability, and building trust through strong partnerships with schools, local organizations, and community stakeholders.

In addition to traditional patrol and investigative functions, SFPD utilizes modern tools and technology to enhance public safety, including crime analysis, specialized units, and coordinated regional response efforts. The Department also emphasizes professional development, community education, and collaborative problem-solving to address quality-of-life concerns and emerging public safety challenges. Through a balance of enforcement and engagement, the San Fernando Police Department works to maintain a safe, responsive, and connected community.

## THE POSITION

The San Fernando Police Department Chief serves at the pleasure of the City Manager and is part of the executive management team. Essential job duties include:

- Plans, directs, and evaluates all Police Department operations, programs, budgets, and strategic goals.
- Leads, supervises, and develops department personnel, including recruitment, performance management, and disciplinary actions.
- Promotes high-performance, customer service-oriented culture that supports the City's mission and values.
- Develops and implements departmental policies, strategic initiatives, and process improvements to enhance efficiency and effectiveness.
- Collaborates with the City Manager, City Council, legal advisors, community groups, and other agencies to address public safety needs and departmental issues.
- Oversees all police functions, including patrol, investigations, community services, communications, jail operations, traffic enforcement, records, and support services.
- Ensures compliance with federal, state, and local laws, regulations, policies, and operational standards through administrative controls and inspections.
- Directs responses to critical incidents and major investigations, while analyzing crime trends and implementing crime prevention strategies.
- Represents the department through community outreach, media relations, and participation on law enforcement boards, committees, and interagency partnerships.
- Leads emergency preparedness, terrorism response, and disaster management programs, and ensures compliance with Type-1 jail operational requirements and inspections.

## QUALIFICATIONS

A typical way of obtaining the knowledge, skills and abilities outlined in this bulletin is graduation from an accredited four-year college or university with a major in police science, law enforcement, criminal justice, public administration, or a closely related field and ten years of police experience including five years of management level experience.

### **LICENSES, CERTIFICATES, & SPECIAL REQUIREMENTS**

- A valid California Class C driver's license and the ability to maintain insurability under the City's vehicle insurance program.
- Advanced POST certificate is required.
- Completion of Law Enforcement Command-level courses.
- STC Jail Supervisor or completion of Manager/Administrator Core Course as specified by the California Standards and Training for Corrections (STC).
- ICS/NIMS (Incident Command Systems/National Institute Management System) 100/200/400/700.
- Must maintain the physical fitness and weight standards required to perform essential duties, including walking, running, and operating vehicles and equipment, with or without reasonable accommodation.
- Strong communication, analytical, and problem-solving skills, along with the ability to interpret information, perform detailed work, manage multiple priorities, and adapt to changing demands. May be required to successfully complete psychological evaluations.



## THE COMPENSATION

Salary is dependent upon qualifications with a current annual salary range of \$213,432 - \$259,404 (as of 7/1/26) plus generous benefits including:

**RETIREMENT:** Public Employees' Retirement System (PERS) 3% at 60 for Classic members (hired on/before 11/12/05), 2% @ 55 for Classic members (hired after 11/12/05), 2% at 62 for new members (hired on/after 1/1/23). Employee contribution based on Executive Management - Department Head Memorandum of Understanding.

**INSURANCE:** As part of a full flex Cafeteria Plan, employee receives a monthly flex dollar allowance (\$1,156.79 Single; \$1,994.28 Two Party; and \$2,680.09 Family) to apply toward Medical, Dental and Vision benefits offered through the City's insurance plans for employee and eligible dependents. The City pays for Short Term and Long Term Disability Insurance, and \$50,000 term/AD&D Life Insurance Policy for employee. Additional voluntary purchase is available with no medical questions asked.

**ANNUAL LEAVE:** 160 - 240 hours per year (depending on length of service).

**MANAGEMENT LEAVE:** 120 hours per year (prorated first year).

**HOLIDAYS:** 13 days per year.

**LONGEVITY:** 3% above base monthly salary upon completion of 10 years of continuous service; a total of 4% after 20 years of service, and a total of 5% after 30 years of service.

**AUTOMOBILE ALLOWANCE:** City-provided vehicle or car allowance of \$400 per month.

**BILINGUAL BONUS:** \$100 per month upon passing bilingual (Spanish language) exam.

**TUITION REIMBURSEMENT:** Up to \$3,000 per fiscal year for approved courses.

**WELLNESS REIMBURSEMENT:** Up to \$750 per fiscal year for certain wellness expenses.

**WORK SCHEDULE:** 9/80 or 5/40 schedule is available.

## THE RECRUITMENT PROCESS

If you are interested in this outstanding opportunity, please submit a letter of interest and resume to:

**HumanResources@sanfernando.gov**

Or, in person:

**CITY OF SAN FERNANDO  
HUMAN RESOURCES DIVISION  
117 MACNEIL STREET  
SAN FERNANDO, CA 91340**

**SUBMISSION DEADLINE:** Open until filled.

Questions may be directed to:

**Sergio Ibarra  
Human Resources and Risk Manager  
(818) 898-1239**

**HumanResources@sanfernando.gov**

The City will be conducting a community oriented recruitment process that will allow residents, business owners, and community stakeholders to participate in identifying ideal characteristics of the next City of San Fernando Police Chief. Application materials will be collected while the recruitment timeline is finalized. Candidates will be notified of key dates and kept informed of their status throughout the process.

The City will make reasonable accommodations in the interview process for disabled applicants. Applicants with special needs must contact the Personnel Division prior to the filing deadline. In compliance with the Immigration Reform & Control Act of 1986, all new employees must verify identity and entitlement to work in the United States by providing required documentation. All employment offers are conditional based upon the successful completion of a medical examination and drug screen performed by the City's designated physician, at City expense.

The City of San Fernando does not discriminate on the basis of race, color, national origin, sex, sexual orientation, religion, and handicapped status in employment or the provision of services. The provisions in this bulletin do not constitute a contract, expressed or implied, and any provisions contained herein may be modified or revoked without notice.