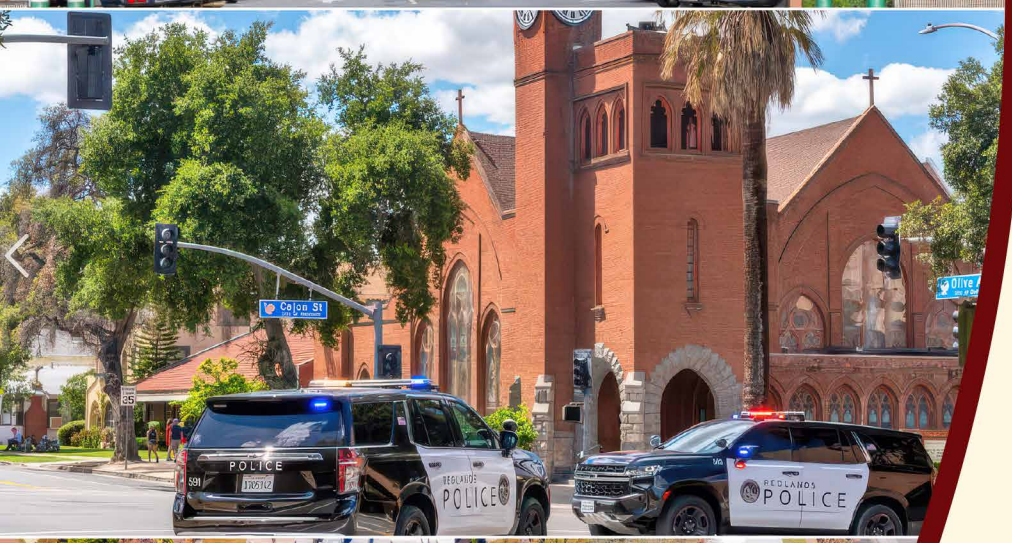
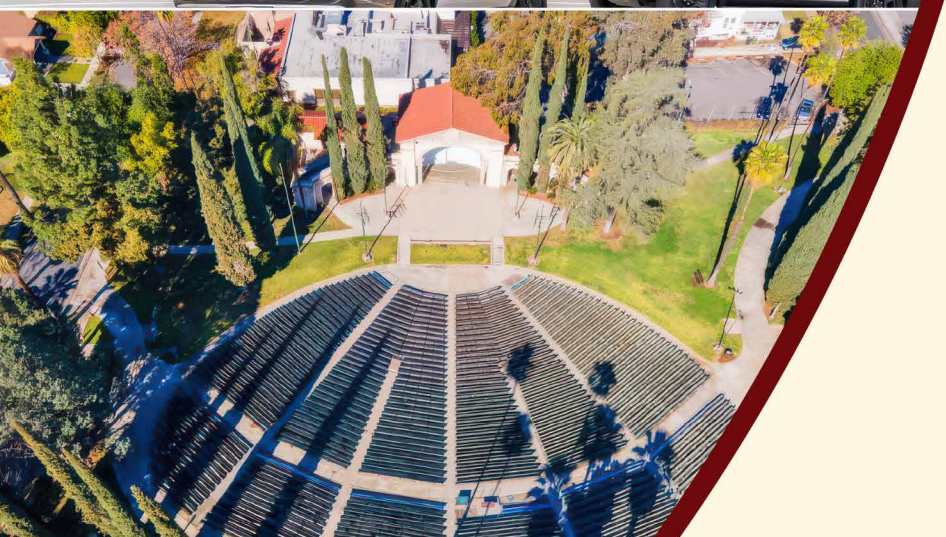








CITY OF REDLANDS
ESTABLISHED 1888

CHIEF OF POLICE

BOB MURRAY & ASSOCIATES
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Nestled at the foothills of the San Bernardino Mountains, approximately 60 miles east of Los Angeles, the City of Redlands offers a distinctive combination of historic charm, cultural richness, and modern amenities. Founded in 1881 and incorporated in 1888, Redlands has evolved from its celebrated citrus-growing heritage into a thriving Southern California community.

With a population of approximately 74,000, Redlands is recognized for its tree-lined neighborhoods, historic architecture, vibrant downtown, and exceptional recreational and cultural opportunities. The community is home to the University of Redlands, the historic A.K. Smiley Public Library, and the Redlands Bowl, which hosts one of California's longstanding free outdoor concert traditions.

Residents and visitors enjoy numerous parks, hiking and biking trails, local restaurants, specialty shops, and year-round community events. Convenient access to major transportation corridors connects Redlands to the broader Inland Empire, mountain destinations, and Southern California's metropolitan centers.

Redlands takes pride in preserving its unique character while embracing thoughtful growth and economic opportunity. Its engaged residents, strong civic traditions, and commitment to quality public services make it an attractive community in which to live, work, and lead.

THE CITY

The City of Redlands is a general law municipality operating under the Council-Manager form of government. The City is governed by a five-member City Council elected by district, with the Mayor and Mayor Pro Tempore selected from among its members.

The City Council is responsible for establishing municipal policy, adopting legislation, approving the City's budget, and setting strategic priorities. The City Manager, appointed by the City Council, serves as the City's chief administrative officer and is responsible for overseeing municipal operations, implementing Council policies, and providing executive leadership to City departments. As a full-service municipality, Redlands provides a comprehensive range of public services, including police, fire, public works, municipal utilities, community development, library, and recreation services.

The Police Chief is appointed by and reports directly to the City Manager, serving as a key member of the City's executive leadership team. The position provides an opportunity to collaborate with City leadership, advance organizational priorities, and ensure the delivery of professional, responsive, and effective public safety services.







THE DEPARTMENT

The Redlands Police Department is a full-service law enforcement organization dedicated to enhancing public safety through trust, innovation, community partnerships, and excellence in service.

The Department is authorized 98 sworn officers and 49 full-time professional staff members. Its organizational structure includes two Deputy Chiefs overseeing operational and administrative functions, supported by command personnel and specialized units.

The Department delivers a comprehensive range of public safety services, including patrol, investigations, traffic enforcement, community policing, school resource officers, emergency communications, training, recruitment, and professional standards.

The Department also benefits from active community involvement through its Citizen Volunteer, Reserve, Chaplain, and Explorer programs. These partnerships reflect a shared commitment to public safety and meaningful engagement between the Department and the community it serves.

Redlands Police Department Website

A STRONG FOUNDATION FOR THE FUTURE

The next Police Chief will join an organization with a proud history of service and an established commitment to professional excellence.

The Redlands Police Department has built a strong foundation through its emphasis on strategic recruitment, employee wellness, innovative technology, and evidence-based policing. The City has also advanced plans for a new police facility, reflecting its continued commitment to investing in public safety infrastructure and supporting the Department's long-term operational needs.

The City seeks a forward-thinking leader who values the Department's accomplishments, recognizes the dedication of its personnel, and is committed to sustaining organizational momentum while identifying opportunities for continued growth and improvement.

This is an exceptional opportunity to lead a respected law enforcement organization, foster a culture of collaboration and professional development, and strengthen established relationships with residents, businesses, community organizations, and regional public safety partners.

Redlands Police Department Organization

January 2026 Police Department Organization Chart

THE POSITION

Reporting directly to the City Manager, the Police Chief serves as the City's chief law enforcement executive and provides strategic leadership and administrative oversight of all Police Department operations. The Chief is responsible for establishing organizational priorities, managing departmental resources, maintaining professional standards, and ensuring the effective delivery of police services.

The successful candidate will lead a diverse team of sworn and professional employees, promote an organizational culture of accountability and collaboration, and maintain strong relationships with the City Manager, City Council, labor organizations, regional partners, and the community.

The Chief will be expected to provide visible and accessible leadership, exercise sound judgment during critical incidents, and ensure that the Department remains responsive to emerging public safety needs.

An important priority will be preserving organizational stability and continuity while supporting succession planning, employee development, wellness, operational effectiveness, and responsible innovation.

THE IDEAL CANDIDATE

The City of Redlands seeks an accomplished, collaborative, and forward-thinking law enforcement executive with the experience, character, and leadership ability to guide a high-performing police organization.

The ideal candidate will demonstrate exceptional integrity, sound judgment, emotional intelligence, and a genuine commitment to public service. The successful Chief will be a visible and approachable leader who builds trust, values employees, and fosters a culture of accountability, professionalism, and mutual respect.

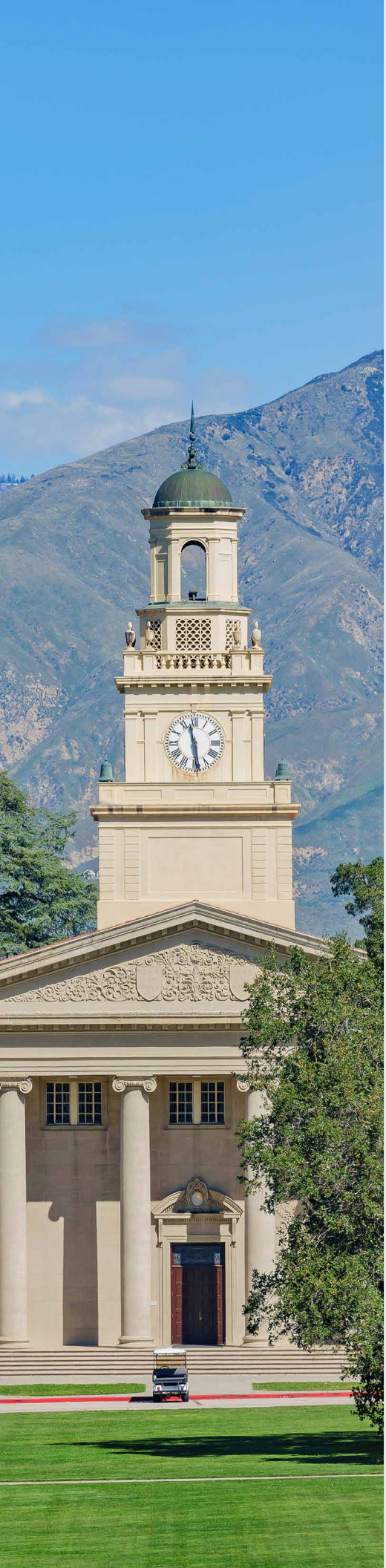
The City is particularly interested in a leader who can build upon the Department's existing strengths, preserve organizational knowledge, and sustain the positive relationships and operational practices that contribute to its success.

The next Chief will demonstrate the ability to balance strategic vision with practical execution, maintain productive labor relations, communicate effectively, and lead confidently through complex and evolving public safety challenges.

The successful candidate will demonstrate:

- **Proven executive leadership:** Experience directing complex law enforcement operations, developing organizational priorities, and managing personnel and resources.
- **Integrity and accountability:** A commitment to ethical leadership, transparency, sound decision-making, and consistent professional standards.
- **Employee engagement and development:** A demonstrated ability to mentor future leaders, promote employee wellness, support professional growth, and strengthen organizational culture.
- **Community relationships:** A collaborative approach to community policing, public engagement, and maintaining trust.
- **Strategic and operational expertise:** Knowledge of contemporary law enforcement practices, emergency management, technology, and evidence-based policing.
- **Fiscal and organizational stewardship:** Experience with budget administration, workforce planning, resource allocation, and organizational performance.
- **Collaborative leadership:** The ability to work effectively with City leadership, employee associations, other departments, and regional law enforcement partners.

Above all, the City seeks a Chief who will honor the Department's accomplishments, inspire confidence among its employees, and provide thoughtful, steady leadership for the future.



EDUCATION & EXPERIENCE

Candidates must possess the education, experience, training, and professional credentials required by the City of Redlands Police Chief classification specification. **CLASS SPEC**

MINIMUM QUALIFICATIONS

- **Education:** Possession of a bachelor's degree from an accredited college or university with major coursework in Criminal Justice, Police Science, Public Administration, Business Administration, or a related discipline.
- **Experience:** Ten (10) years of progressively responsible sworn law enforcement experience, including at least four (4) years of supervisory or management experience, of which at least two (2) years must have been at the command level (Lieutenant or higher, or equivalent).
- **Licenses and Certifications:** Possession of a valid driver's license and ability to obtain a California Class C driver's license upon appointment. Candidates must meet all applicable California peace officer appointment and certification requirements. Possession of, or eligibility to obtain, a California POST Management Certificate is preferred.

An equivalent combination of education, training, and experience that demonstrates the required knowledge, skills, and abilities may be considered, consistent with the City's adopted classification specification.

DESIRABLE QUALIFICATIONS

The most competitive candidates will demonstrate one or more of the following:

- A master's degree in Criminal Justice, Public Administration, Business Administration, Organizational Leadership, or a related discipline.
- Possession of a California POST Management or Executive Certificate.
- Completion of the FBI National Academy, California POST Command College, Senior Management Institute for Police, or comparable executive leadership development program.
- Executive command experience in a full-service municipal law enforcement agency.
- Demonstrated experience managing complex police operations, departmental budgets, labor relations, personnel administration, and organizational change.
- A successful record of strengthening employee engagement, developing future leaders, promoting succession planning, and maintaining organizational accountability.
- Experience advancing community-oriented policing, building public trust, and fostering effective relationships with diverse community stakeholders.
- Demonstrated ability to work collaboratively with elected officials, executive management, labor organizations, and regional public safety partners.



COMPENSATION & BENEFITS

The City of Redlands offers a comprehensive compensation and benefits package designed to attract and retain exceptional executive leadership. The Police Chief is represented by the Redlands Association of Department Directors (RADD) and receives benefits in accordance with the applicable Memorandum of Understanding.

- **Annual Salary:** $257,088 - $357,060
- **CalPERS Safety Retirement**
  - Classic members: 3% at age 50
  - PEPRA new members: 2.7% at age 57
  - Employee retirement contributions apply in accordance with CalPERS requirements.
- **Generous Annual Leave**
  - 440 hours of annual leave accrued per year, equivalent to 55 eight-hour days.
  - Maximum accumulation of 1,000 hours.
  - Opportunity to cash out up to 430 hours annually, subject to advance election, accrual, and balance requirements.
  - 14 designated paid holidays annually.
- **Employer-Funded Deferred Compensation**
  - City contribution of 4% of annual salary, plus $1,125 annually, to a 401(a) retirement savings plan.
  - Additional voluntary participation in the City's 457(b) deferred compensation plan.
- **Comprehensive Health and Wellness Benefits**
  - City-paid CalPERS medical insurance premiums for the employee's selected plan, including applicable dependent coverage.
  - Fully paid dental and vision insurance for the employee and eligible dependents.
  - City-paid basic life insurance and accidental death and dismemberment coverage.
  - Annual medical insurance adjustment payment of $150.
  - City-paid family membership to the Redlands YMCA.
  - Access to a public safety-specific Employee Assistance Program.
- **Additional Executive Benefits**
  - Assigned City vehicle, including authorized commuting use.
  - City-issued cellular telephone or optional $100 monthly allowance.
  - Uniform allowance consistent with applicable safety management provisions.
  - Tuition reimbursement and professional development assistance.
  - Four working days of paid bereavement leave for qualifying family members.
  - Potential severance benefits in accordance with the MOU.

All compensation and benefits are subject to applicable eligibility requirements, plan provisions, City policies, and the governing MOU. The annual leave benefit combines vacation, sick, and personal leave rather than providing 440 hours of vacation separately.

TO APPLY

The City of Redlands invites experienced law enforcement leaders who are committed to organizational excellence, public service, and community partnerships to pursue this exceptional executive opportunity.

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
December 27, 2026

Recruitment process: Candidates will be evaluated based on relevant experience, demonstrated leadership competencies, and alignment with the City's organizational needs. The selection process may include executive interviews, professional references, and comprehensive background screening.

The City of Redlands is an Equal Opportunity Employer.

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Redlands. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions, please do not hesitate to call:

Mr. Mike Ishii
(916) 784-9080

BOB MURRAY & ASSOCIATES
Experts In Executive Search

