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EXECUTIVE SEARCH



Police Captain
TOWN OF LOS GATOS, CALIFORNIA

THE COMMUNITY

The Town of Los Gatos (approximate population 33,000) is nestled at the base of the Sierra Azules, and is located approximately 60 miles south of San Francisco, in the south-western part of Santa Clara County where the Santa Clara Valley meets the lower slopes of the Santa Cruz Mountains. Los Gatos is bounded by the City of San Jose to the north and east; the City of Campbell to the north; the cities of Monte Sereno and Saratoga to the west; and unincorporated County of Santa Clara and the County of Santa Cruz to the south.

Los Gatos encompasses a wide variety of terrain, ranging from flat topography at the edge of the valley floor to densely wooded hillsides. Both the valley and hillsides are interspersed with creeks, streams, and riparian habitat. The sharp contrast between the valley floor and the hillsides provides the Town's picturesque background.

The Town originally developed at a distance from other population centers and therefore evolved as an independent community, having residential, commercial, and industrial areas. The economy of the Town has changed from the wheat farming, milling, logging, orchard, and cannery businesses in the 19th and early 20th centuries, to the high-tech, retail, services, and visitor destination



businesses of today. The railroad also played a significant role in the growth and development of the Town.

The climate and easy access by rail from San Francisco made Los Gatos an early tourist destination. Today, the Town is situated within the largest metropolitan area of northern California and is closely tied to Silicon Valley and its fast-paced economy. Los Gatos, however, retains a mix of residential, commercial, and light industrial uses, still attracts visitors, and continues to retain its small-town image.

Los Gatos prides itself as a self-contained community. Over 3,000 businesses serve the residents and act as a destination point for visitors who are attracted to its restaurants, hotels, and variety of shops within a pedestrian oriented downtown setting. The Town is also an inclusive community with the full mix of ages, family sizes, and incomes. Los Gatos has many parks and greenbelt areas, as well as a vibrant downtown area. Downtown Los Gatos is listed on the National Register of Historic Places and is the model of what communities try to achieve in a downtown.

TOWN VISION STATEMENT: *Residents are united in their desire to maintain a high quality of life and preserve the character of the Town. The overall community consensus is that Los Gatos be a full-service community that is also environmentally sensitive; that Los Gatos maintains a balanced, well-designed mix of residential, commercial, service and open space uses, fostering a pedestrian-oriented community with a small town, village-like character; that Los Gatos supports an active business community that provides a wide variety of goods and services and a broad range of employment opportunities, eliminating the need to travel to other communities; and that Los Gatos provides a well-run, efficient municipal government that is fiscally healthy, with high levels of public safety, recreation, art, and cultural amenities, and is committed to high quality education.*

THE ORGANIZATION

The Town of Los Gatos is a general law city operating under the Council-Manager form of government. The five members of the Town Council are elected at large to four-year overlapping terms. The Mayor and Vice-Mayor are selected by the Council on an annual basis. The Town Council enjoys a high level of civility and collaborative relationship within Council and Town Staff.

The Town Council appoints the Town Manager to be the executive head of Town government. Among the staff directly reporting to the Town Manager are the Assistant Town Manager, Chief of Police, Community Development Director, Parks and Public Works Director, Library Director, Finance Director, and Human Resources Director. The Town Attorney is appointed by and reports to the Town Council.

The Town is supported by 153 full-time employees and a Fiscal Year 2024-2025 Operating Budget of \$59.4 million.

THE DEPARTMENT

The Los Gatos-Monte Sereno Police Department is a full-service law enforcement agency composed of 39 sworn peace officers and 21 professional



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civilian staff who provide police services to the Town of Los Gatos and contractually to the City of Monte Sereno (3,500 population). In addition, the Department has approximately 150 active citizen volunteers. For the past 18 years, volunteers and staff have personally documented and removed graffiti, conducted many vacation checks, and welcomed new homeowners to the Town through the Department's Volunteer in Policing Program.



The core services provided by the Police Department include responding to emergency and non-emergency calls for service; suppressing criminal activity; investigating and supporting prosecution of crimes; recruiting, hiring, and training high quality personnel; conducting community outreach to prevent crime; facilitating traffic and pedestrian safety; parking enforcement and abatement; a 24-hour Communications center; and maintaining records and property and evidence.

The Department is led by a Police Chief who is supported by two Police Captains, each of whom leads one of the two Department Bureaus: Operations and Support Services. LGMSPD's Support Services Management Team includes a Lead Dispatcher, Lead Records Specialist, Personnel and Training Manager, Community Outreach Coordinator, Budget Analyst, Information Technology Coordinator, Traffic Sergeant, and Administrative Sergeant. The Department's Fiscal Year 2025-26 budget is \$23.6 million, with most allocated to salary and benefits. The Operations Bureau Captain has five sergeants, one of whom

oversees the Investigations Division. Both Captains frequently work collaboratively as the Police Department is positioned in two buildings about two miles apart and strong communication is necessary to assure continuity of operations.

The Department is committed to ensuring public safety with integrity, compassion, and professionalism, by providing exceptional law enforcement services, building community partnerships, and engaging the community in problem solving.

In 2024, LGMSPD Dispatch received 10,603 emergency calls and 42,533 non-emergency calls. Department personnel responded to 17,713 calls for service and self-initiated 26,064 incidents.

THE POSITION

The Town of Los Gatos is seeking a proven leader who will help in the Department's mission of ensuring public safety with integrity, compassion, and professionalism. The new Police Captain will be an important addition to a department that is well thought of in its communities, Town of Los Gatos and City of Monte Sereno. The new Captain will oversee the Department's Support Services Bureau and rotate to the Operations Bureau based on operational need and professional growth. The new Captain is expected to stay current on California law enforcement policies, procedures, protocols, legal updates, and emerging best practices in the law enforcement profession. The Captain reports directly to the Chief of Police. The position is FLSA exempt.

THE IDEAL CANDIDATE

The ideal candidate must be team-oriented and a skilled communicator. They must have experience working with professional staff and understand the importance of their contributions to the Department's

mission. They must also understand the importance of cross-departmental and community collaboration.

They must have a strong understanding of and experience with law enforcement technology, budgets, internal investigations, Public Records Act requirements, commitment towards transparency, and grant writing familiarity. The new Captain must have the ability to work independently, be a self thinker, and the ability to contribute to enhancing the Department. The new Captain must be a strong relationship builder inside and outside of the Department. They must understand the importance of confidentiality and always keep it. The new Captain must have strong writing skills and be comfortable representing the Department in public situations such as Town Council meetings and public events.

The new Captain must be loyal to the Organization, lead with integrity and have the ability to build and maintain trust with staff and the community. They must foster a work environment that embraces diversity, integrity, trust, and respect. They must be open to new, innovative, non-traditional methods of problem solving and the delivery of police services. They must exhibit the ability to be a good listener and an eagerness to contribute to the vision of the Police Department and support the mission and priorities of the Town of Los Gatos.

The new Captain must be a proven relationship builder, collaborative, a critical thinker, and have strong emotional intelligence. As the Department is made up of mostly younger law enforcement professionals, they should have a strong skill set and track record of guiding, mentoring, and leading staff who are developing their skills.



EXPERIENCE AND TRAINING GUIDELINES

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

EXPERIENCE: At least five (5) years of experience with a municipal or county law enforcement agency at the rank of sergeant or above, including a broad range of assignments, preferably including leadership assignments in divisions other than patrol.

TRAINING: Sixty (60) units of college credit from an accredited university. A completed college degree is highly desirable and a Master's degree will be viewed favorably. Graduation from the Sherman Block Supervisory Leadership Institute (SLI) is also desirable.

LICENSE OR CERTIFICATE

California POST Advanced Certification or out of state equivalent with required attainment of POST waiver certification.

THE COMPENSATION

The annual salary range for this opportunity is \$185,701 - \$250,697 as of July 5, 2025, with a 3% COLA increase on July 5, 2026. Appointment will be made depending on the qualifications and experience of the candidate. The Town also offers an attractive benefits package including:

- Classic members receive 3% @ 50 if enrolled in CalPERS membership prior to 9/15/12.

SEARCH SCHEDULE

Filing Deadline: July 7, 2025

Preliminary Interviews: July 8-18, 2025

Recommendation of Candidates: Week of July 28, 2025

Finalist Interview Process: August 12, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

- Employee CalPERS Contribution - 9%.
- Tuition Reimbursement: \$3,000 per fiscal year.
- American Fidelity Optional Insurance Policies and Flexible Spending Accounts.
- Health Insurance: Generous Town contribution towards Employee and Employee plus eligible dependents for health, vision (VSP) and dental care (Delta Dental).
- Holidays: 12 days.
- Management Leave: As authorized by Town Manager (up to 40 hours).
- Personal Leave: 48 hours annually.
- Sick Leave 12 days / 96 hours per Calendar Year.
- Sick Leave Accrual Cap: 1100 hours.
- Vacation Accrual Caps: 500 hours.
- Vacation Cash Out twice per year, up to 200 hours cumulatively.
- Take home vehicle for work purposes.



THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

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www.peckhamandmckenney.com

Please do not hesitate to contact Diana Bishop at 408-800-7653 for questions about this position or the recruitment process.



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