



City of McCall

Is recruiting for the position of **POLICE CHIEF**

Beginning June 28, through August 12, 2013



McCall is part of a magnificent landscape. The combination of Payette Lake, the mountain and ridgeline horizons, forested hillsides, glacial moraines, the Payette River and other landscape features provide both a beautiful setting and strong identity to the area. McCall's beauty lies at the core of the community's local values, economic vitality, and aspirations for the future.

As a unique mountain community cherished by generations of year-round citizens for its scenic beauty and the small town quality of life, McCall also has long been a destination for seasonal residents and visitors.



The Community - The City of McCall, Idaho, is located approximately 100 miles north of Boise at the north end of the “Long Valley” in Valley County, Idaho. Situated on the south shore of Payette Lake, McCall serves as the economic hub for the area. The resident population is 2,991 (2010 Census), but the area population swells to over 10,000 in the summer.

While historical economic activities include mining, forestry, agriculture and commerce, currently, recreation and tourism provide the basis for the area's economy. Diverse outdoor recreation activities are plentiful in the nearby forest, lakes and streams. Brundage Mountain Resort is a popular destination for alpine skiers, and Ponderosa State Park boasts some of the premier Nordic trails in the nation. There are three golf courses in the immediate area, and many miles of hiking and biking trails.

At an elevation of slightly over 5,000 feet, McCall is surrounded by the Payette National Forest. The average annual snowfall in McCall is 174 inches, and at nearby Brundage Mountain, the annual snowfall is 320 inches.

McCall's residents, institutions, business community and local government have successfully enhanced the natural beauty of the town with landscaped areas and abundant floral displays, along with infrastructure and park improvements and public art. McCall is strongly influenced by the large number of second homes, and the involvement of seasonal residents in the community. There is strong community involvement from residents and it has long been understood that if a particular need is not being met in McCall, then there is a ready group of volunteers that will work together to meet that need.

The City of McCall has an excellent school system (America's Top 1,000 High Schools), a full service hospital and medical clinic within the St. Luke's network, a municipal airport, a municipal golf course, a wide range of summer and winter recreation and sports opportunities, a diverse variety of arts and cultural events throughout the year, including the famous Winter Carnival.

The McCall Police Department Organization – The McCall Police Departments (MPD) mission is to consistently earn the public’s trust by providing the highest quality law enforcement, investigations, support, and public safety education services possible. The MPDs’ core values are Empathy, Integrity, and Fairness. The MPD consists of 15.5 employees, including a Police Chief, Sergeants, a School Resource Officer, Patrol Officers, Detectives, Code Enforcement Officer, and Administrative Support Staff. The Police Department has a budget of 1.564 million dollars in FY13.

The Position - The primary function of the Police Chief is to perform a variety of complex administrative, supervisory, and professional work in planning and directing the functions, activities, and operations of the MPD. The position is responsible for the protection of lives and property in the City through the supervision and direction of all police functions. Direct and indirect supervision is exercised over the work of all police department employees.

Acceptable Experience and Training – Applicants must have a bachelor’s degree in police administration, criminal justice, law enforcement, or a related field, **and** seven (7) years experience, including at least three (3) years experience at the level of Police Sergeant, or higher, in contemporary police work which has afforded progressively responsible experience in a variety of police functions; **or**, a combination of education and experience which demonstrates the knowledge and abilities necessary to be a successful Police Chief.

The Ideal Candidate - The ideal candidate will set the tone for the organization by conducting all personal and professional interactions openly, honestly and ethically. The incoming Police Chief must be willing to become an invested, active, and visible member of the community. The Police Chief should be trustworthy, professional, confident, personable and approachable and have an ability and willingness to form local and regional partnerships. The ideal candidate will have strong integrity, excellent diplomacy skills, as well as strong leadership skills, including an ability to foster a collaborative, creative, and respectful work environment among staff. The Police Chief must be accessible to the public, elected officials and employees and be dedicated to exceptionally open communication. The Police Chief should have a demonstrated ability to provide high quality, balanced information and advice to the City Manager, embracing a “no surprises” approach and a complete openness on City business and issues. Candidates are expected to have excellent verbal and written skills, excellent leadership, management, and supervision skills, and have demonstrated an understanding of the various functions of a moderate sized police department in order to lead and manage the day-to-day operations of the MPD.

Compensation & Benefits - The starting salary for this position begins at \$32.78 per hour. The successful candidate’s salary will be established based on their experience and qualifications for the Police Chief position. The City provides an excellent benefits package, including the Public Employee Retirement System of Idaho (PERSI); vacation and sick leave; health, dental, vision, and life insurance; a Health Reimbursement Account (HRA); a voluntary Flexible Spending Account (FSA); and an Employee Assistance Program.

*The City of McCall is an
Equal Opportunity
Employer.*



**Idaho veteran’s
preference will be given
to qualified applicants.**



Application Process

Qualified candidates should submit an application package consisting of:

- 1) A cover letter explaining their interest in the position,
- 2) A completed [City of McCall Law Enforcement Application for Employment](http://www.mccall.id.us) (available at <http://www.mccall.id.us> and,
- 3) A completed [City of McCall Law Enforcement Personal History Statement](#)
- 4) *Optional - A resume of professional experience and education.*

Application packages should be submitted via email to: jobs@mccall.id.us or delivered to

City of McCall
Attn: Human Resources
216 East Park Street
McCall, Idaho 83638

Applications must be received by 5 p.m. on the closing date to be considered.

If you have questions, contact Human Resources at 208-634-4852.

Selection Process

Applicants will be notified upon receipt of their complete application package. The first review of candidates will occur the week of August 5, 2013. Candidates will be screened against the criteria outlined in this recruitment brochure and the job description.

Telephone or Skype interviews with selected candidates are expected to take place in late-August. Personal interviews for Police Chief Finalists are expected to take place in McCall in mid-September. The City anticipates that the new Police Chief will begin work in November 2013.

Additional information about the City of McCall and the surrounding area is available at: www.mccall.id.us