



CHIEF OF POLICE



The Opportunity

The City of Arvin is looking for a community-driven, law enforcement leader to become the City's next Chief of Police.

The next Chief will have the opportunity to lead a team of 24 law enforcement and support professionals, and provide a vision on modern 'community policing' what will move the APD into the future.



CITY OF ARVIN
EST. 1961 KERN COUNTY, CALIFORNIA



CALIFORNIA'S...

'GARDEN IN THE SUN'

The Ideal Candidate

- ◇ *Ethical and of High Integrity*
- ◇ *Locally & Regionally Collaborative*
- ◇ *Team-Builder & Community Leader*
- ◇ *Culturally-Sensitive & Interpersonal*
- ◇ *Accountable, Effective Communicator*
- ◇ *Diplomatic & prudent conflict manager*
- ◇ *Technically-skilled, Educated & Experienced*

APPLY BEFORE DECEMBER 7TH



MUNICIPAL SOLUTIONS®
EFFICIENCY. TECHNOLOGY. SAFETY.



Local Agriculture



New Residential Development

Arvin's history begins at the dawn of the 20th Century. Pioneer storekeeper **Arvin Richardson** - son of the Richardson Family who settled early San Bernardino. The name "**Arvin**" was chosen among several other names including Bear Mountain and Walnut. Because other names proposed were already used in other parts of California, "Arvin" it was.

The **first Post Office** was established in 1914 by **Birdie Heard** - a woman who set up the first Post Office in her living room - which was later moved to the General Store - which doubled as **Arvin's first public library** until the **Kern County Library System** was established in 1927.

Arvin experienced its initial development with discovery of oil in the 1930s and the construction of oil wells. Although production peaked in 1936, the **Mountain View Oil Field** produces 400+ barrels daily, has produced + 90 million barrels of crude oil, and is one California's few inland oil fields.

In 1939, Arvin's **first newspaper, Arvin Tiller** was published. **Arvin's first High School** was built in 1949 .

During the **Great Depression**, Arvin was dramatically impacted by its effects. Thanks to **President Franklin Roosevelt's New Deal** plan, Arvin opened a Migratory Labor Camp in 1937 which helped migrants coming from the Eastern US to find jobs and help Arvin recover. This agricultural camp was considered as a complete success and a model that other cities would follow afterwards. To this day, the local economy relies heavily on agriculture, but that is changing.

In 2025, Arvin's allure is its family-friendly, agricultural traditions, and its potential as a 'community' city on the cusp of significant growth, investment and renewal. Arvin provides every resident and visitor the opportunity to **live the California Dream!**

Geography



Arvin

Southern California is home to the City of Arvin. Located in Kern County just 86 miles north of Los Angeles at the south end of the **San Joaquin Valley**, **Sierra Nevada Range** and the **Sequoia National Forest**. The **Tehachapi Mountains** and historic **Tejon Ranch** are to the south, and the **Temblor Range**, **San Andreas Fault**, and **Carrizo Plain National Monument** are west of Arvin. *City limits: 4.9 square miles. Residents: 21,249.*



Cities within a few hours' drive include: **Bakersfield** (20 min) **Los Angeles** (90 min)
Anaheim (2 hrs) **Fresno** (2 hrs) **Santa Barbara** (2.5 hrs) **Las Vegas** (4 hrs)
San Diego (4.5 hrs) **San Francisco** (4.5 hrs) **Lake Tahoe** (6.5 hrs) **Phoenix** (7 hrs)

DEMOGRAPHICS

TRANSPORT

International Airports

Several international airports serving residents of Arvin are within 90 minutes drive. They include Burbank (BUR), Fresno Yosemite (FAT), Los Angeles International (LAX) and Ontario / San Bernardino (ONT). Major carriers include: **AeroMexico, Air Canada, Air France, Allegiant, Alaska, American, China, Delta, Frontier, Hawaiian, JetBlue, KLM, Lufthansa, Qatar, Southwest, United & Virgin Atlantic**, providing direct access to +200 US & international markets.



Hollywood Burbank Airport

POPULATION

According to the 201 US Census Bureau, 21,005 people call Arvin home. The City has a total area of 4.9 square miles (12.69km²), with a 15-20 sq/mi potential growth area. There are an estimated 4,864 households of 4.34 persons per household, and 49% owner-occupied housing units.

AGE DISTRIBUTION

Median age in Arvin is around 25 years of age. The largest segment of the population is ages 5-17 - representing 26.35% of Arvin's residents. 13% are between the ages of 18-25, 15% of residents are between the ages of 25-34, and 24% of residents are between the ages of 35 and 54 years old. Arvin has a very low Senior population..

2015 POPULATION by AGE	
AGE GROUP	PERCENT
<5	11.6%
5-17	26.35%
18-24	12.97%
25-34	14.79%
35-44	13.35%
45-54	10.47%
55-64	6.07%
65-74	2.8%
75+	1.67%

ETHNIC COMPOSITION, EDUCATION

In 2015, the racial makeup of Arvin is 92.5% *Hispanic / Latino* 84.4% *White*, 1.2% *African American*, 1.5% *Native American*, and 0.4% are *Asian or Pacific Islander*. Of residents +25, 64.5% haven't obtain a High School Diploma, 29.9% have obtained a Diploma, and only 5.6% have a higher degree.

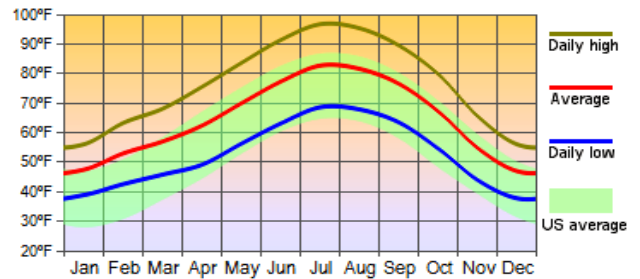
COST OF LIVING & PROPERTY

Arvin's cost of living index of 94.6 is well-below California 149.9 and the US 100. Arvin / Kern County has some of the most affordable real estate in California. In 2019, the **Median Home Price in Arvin was \$183,900 - 32% of the California avg. of \$570,000**. Rents range from \$650 for a studio, to \$1,470 for a 4-bedroom apartment. **Homeowner vacancy** in 2015 was 1.5%. The rental vacancy rate was 5.2%.

MEDIAN INCOME

Arvin's \$38,214 median household income is 47.5% lower than the State of California average \$80,440.

Average Temperatures



CLIMATE

Arvin's semi-arid climate produces 54 days and 6.22" of annual rain fall. Humidity is highest in February & December (peaks at 58%), but it rarely snows. Driest months are June and August. Arvin's temperature Average temperatures are 34-59°F in Winter and 59-97°F in Summertime. Arvin is flat - 449 feet above sea level.

COMMERCE

Arvin is home to a long-established agricultural economy, which provides revenues to thousands of families. The local economy employs more than 7,000 people and is home to several logistics hubs providing 800 jobs in retail trade, 500 jobs in health care, social assistance, oil & gas extraction, manufacturing and mining - one of the highest paying industries in the area.

With 100s of annexable property and development-ready commercial property on main street, Arvin is poised to expand and develop!

Top 10 Principal Employers

Rank	Employer	FTEs
1	Arvin Union School District	348
2	Kern Ridge Growers LLC	275
3	Grimmway Arvin Organic	226
4	Arvin High School	192
5	Vallarta Supermarkets	160
6	Evergreen Arvin Healthcare	99
7	Sandusky Cabinets	65
8	Arvin-Edison Water Storage District	51
9	City of Arvin	44
10	McDonald's	42

CITY GOVERNANCE

FORM OF GOVERNMENT

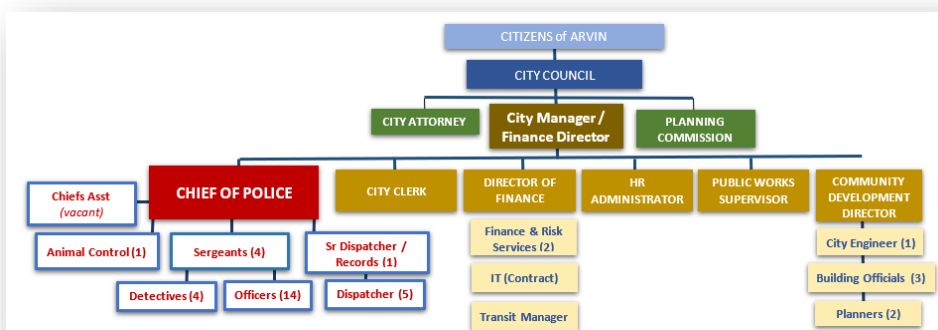
The City Council

Arvin is a Charter / Home-Rule, Council—Manager form of Government comprised

of 5 City Council members elected at-large. Mayor and Council members serve 4-year terms offset every 2 years and must live within City limits.

The Council serves as the governing body of the City and sets policies that protect the health, safety, welfare and quality of life of residents & visitors. Council members are quite familiar with and deeply-connected to the community. The Mayor and 2 Council Members are native Arvinians, while two members have resided in Arvin 20+ years.

- ♦ **Mayor Olivia Calderon** | Elected Nov 2024. Term expires 2028. Arvin native. <Career> Late mother was Arvin's former Mayor.
- ♦ **Mayor Pro Tem Susana Reyes** | Appointed Apr 2021. Term expires Nov 2026. Resident 21 yrs. Executive Assistant to the School Superintendent.
- ♦ **Donny Horton** | Appointed 2019. 2nd term expires Nov 2026. Arvin native. Instructor for migrant program.
- ♦ **Jaime Perez** | Elected Nov 2024. Term expires 2028. Arvin native. Construction, Restaurant, Real Estate.
- ♦ **Tim Tarver** | Elected Aug 2025; Partial term expires 2026. High School girls basketball coach.



CITY MANAGEMENT

The Management Team

Arvin's Management Team is dedicated to operating at a high standard of excellence and limited financial resources. The Management Team consists of 6 Directors who manage daily affairs of 47 employees. Under the City Manager's direction are:

- ◇ **City Manager** 8 years w/ City;
- ◇ **City Clerk** 15 years w/ City;
- ◇ **Public Works Supervisor** 9 years w/ City;
- ◇ **Director of Finance** (City Manager);
- ◇ **HR Administrator**, (contract);
- ◇ **City Attorney** (contract, 2 months);
- ◇ **City Engineer** 5 years w/ City;

Other Service Contracts: Building Inspection, Solid Waste Management / Recycling and IT.

The City Manager has been with the City for 8 years and was appointed City Manager in 2021. The Police Chief reports to the City Manager per [City Code 2.06](#).



COUNCIL GOALS FOR THE ARVIN POLICE DEPARTMENT

- ◇ Ethical Leadership
- ◇ Succession Planning
- ◇ Lowering overall crime
- ◇ Efficient Operations & Structure
- ◇ Empathy, Integrity & non-Political
- ◇ Effective Communication & Reporting
- ◇ Community Policing in the local context
- ◇ Retention, Mentoring & Training
- ◇ Continuation of Interagency Partnerships
- ◇ Accountability, Discipline, Servant-leadership

THE POLICE DEPARTMENT

The Chief of Police



Retaining a local Chief in addition to local officers is a goal for the City in order to overcome continuity and retention challenges. Over 20 years, 5 fulltime Chiefs and 4 interim Chiefs have worked to offer superior service and protection for residents and merchants. The average tenure in Arvin for a Police Chief has been 2.8 years. Creating a relationship of longevity with the Chief and its officers is a priority.

City leadership and residents are anxious to support a Chief long-term while he / she regenerates the Department to be more effective, efficient, professional and sustainable.



STAFFING & ORGANIZATION

The following needs, challenges, opportunities and priorities were assembled through interviews with elected officials and Police Department staff. They are provided to potential candidates to reflect on how their professional experience could be of value to the Police Department and community of Arvin.

OPPORTUNITIES, CHALLENGES & PRIORITIES

Attrition, Retention & Internal Culture

Department employees report the urgent need for an improved internal culture and support from elected officials. Several positions are understaffed and some officers are interviewing with other departments or preparing to transfer to other agencies. Re-establishing an effective internal team environment and working relationship with elected officials and the City Manager, and creating a Succession Plan for the Department will be a priority.

Ethical Leadership & Empowerment

Timely communication with the City Manager and City Council is essential. Public speaking is expected and monthly reports on local LEO efforts will be valued. An ethical Chief who can work with elected officials *collectively* will strengthen relationships.

High Performance / Process Improvement

Opportunities to improve the Department's *systems, tools, policies, procedures, processes, and performance* exist. A Chief with a toolbox of 'Best Practices' will be a valued leader.

ARVIN POLICE DEPARTMENT STATISTICS FOR 2023[^]

◇ Calls for service	15,234
◇ Priority Response time	2:24
◇ Traffic Stops	2,308
◇ Animal Control Incidents	1,051
◇ Moving Citations	587
◇ Arrests Made	276
◇ DUIs	63
◇ Mental Health-related Call	48
◇ Narcan Deployment	
w/ life-saving Reversals	6

[^]Sample only. Get the [full report here](#).



2023 Police Department Statistics & Council Presentation

Vision, Goals & Strategy

The new Police Chief is invited to assist the Management Team and City Council to develop a strategic vision for the community, re-evaluate workflows, systems and processes to achieve greater efficiency, effectiveness and sustainability.

Coaching, Mentoring, Team-building

Department employees have expressed a strong desire for a Chief who can 'harmonize' and strengthen the Law Enforcement *internally* and *externally*. A Chief who can serve as a Coach, Advisor, and Mentor who values the time, inputs, efforts, and passion of Department employees will be highly valued.

Community Engagement

A Chief who embodies and teaches the key principles of 'Community Policing' by getting to know local residents, for officers to become part of the community, and who is personally invested in local activities and community affairs will be appreciated.

Strategic / Tactical Planning & Innovation

With new commercial and residential growth, the Police Department's operations need to be effective, efficient, strategic, tactical, innovative and sustainable to assure a high-quality law enforcement services can be provided into the foreseeable future.

Best-available-technologies

Using affordable and effective technologies to significantly reduce risk and save lives, preserve evidence, and maintain legally-required documentation is always a highest paramount concern to public agencies nationally and locally.



The Ideal Candidate

Excellent Communicator

A high-level of verbal and written communication is required. Quality candidate abilities include:

- ◇ *effectively communicates with administration, department heads, employees, citizens and the community;*
- ◇ *clearly articulate policies, procedures and technology;*
- ◇ *listens to and understands opposing viewpoints and successfully mitigates disputes;*
- ◇ *articulates the potential impact of policy and vision in difficult situations.*

Interpersonal & Multi-Culturally Sensitive

Shows an awareness of and sensitivity to differences in culture among people. Builds rapport, trust, common understanding, and effective communications with a historically and predominately-Hispanic community. An experienced law enforcement advocate within historic and modern contexts, and experience in leading a department and community through social, racial and personnel challenges is desired.

Technically-skilled, Educated & Experienced

Knowledge of federal, state and local laws, regulations, codes and current best practices regarding government administration and law enforcement operations.

Team Builder & Mentor

A professional with a positive, infectious attitude and personnel manager willing to inspire and lead those around him or her. Someone who instills passion with the employees he or she mentors. The ability to positively influence and implement change. A collaborative, approachable leader will make a positive impact throughout the organization.

Technically-skilled, Educated & Experienced

Knowledge of federal, state and local laws, regulations, codes and current best practices regarding government administration and law enforcement operations.

Accountable and Measures Performance

The ability to delegate authority and responsibility to uniformed and non-uniformed employees accountable for their decisions and actions / inactions while taking responsibility for outcomes.

Builds Coalitions & Effective Relationships

Working relationships must be broad and effective to provide information, help and access to property owners, local residents, the media and external public safety agencies. The successful candidate will demonstrate a proven ability to establish and maintain such rapports.

Diplomatic in Conflict Management

Understands and utilizes formal / informal power structures to achieve objectives. Addresses and resolves conflict positively by facilitating agreements between conflicting parties.

[The complete Job Description including details and competencies is here](#)

QUALIFICATIONS

Education & Experience

- ◇ Experience as a Police Chief, Deputy Chief, Assistant Chief, Major or Lieutenant comparable in a similar agency.
- ◇ Five (5) or more years of progressively responsible work in Law Enforcement, three (3) years leadership and administration as a Lieutenant or higher.
- ◇ Bachelor's Degree in Law Enforcement, Public Administration, Criminal Justice or related from an accredited college/university.
- ◇ Fluency in English and Spanish highly desirable but not required.

Certifications & Licenses

- ◇ POST Certification in the State of California.
- ◇ POST Advanced Certificate
- ◇ POST Management or Executive Development Cert. (w/in 1 year)

Note: California does not have automatic POST reciprocity for out-of-state officers, however California does provide a Basic Course Waiver (BCW) for those who qualify. See <https://post.ca.gov/basic-course-waiver-process>

- ◇ A valid driver's license, and clean background check of civil, criminal, financial, employment & education history, and psychological examination prior to appointment.

REGIONAL & LOCAL AMENITIES



Sequoia National Park

Arvin is commonly associated for its agricultural and farming tradition. No wonder it is often called as *“the Garden of California”*. With a median age of 25, Arvin is a community perfect for families. Arvin’s major attraction for wine and sports lover and an ideal spot for those who want to live a country lifestyle, yet within a short drive to larger cities.

- ♦ Visit 1,000s of acres of local agriculture. Sample award-winning local grapes, jams, jellies, wines, fruits and vegetables at dozens of local farms including **Murray Family Farms, Laut Farms, Hidden Palms Winery / Vineyard**.
- ♦ Day trip to nature: **Sequoia National Park, Kern County State Park, California Area Living Museum (zoo) or culture at the Bakersfield Museum of Art, Kern County Museum & Buena Vista Museum of Natural History**.
- ♦ A cool off at the **McMurty Aquatic Center** and the **Buena Vista Aquatic Recreation Area**.
- ♦ **Enjoy world-class athletic events w/ dozens of colleges, minor and major-league professional sports teams: LA Lakers & LA Clippers (NBA), LA Dodgers, LA Angels & San Diego Padres (MLB), LA Galaxy (MLS)& more!**



Souza Family Vineyard



Dozens of local family farms & vineyards

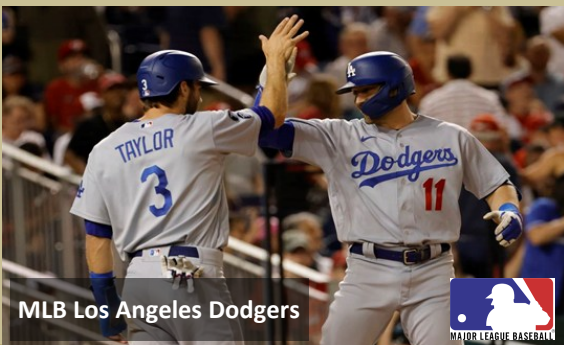


Souza Family Vineyard



California's...Garden in the Sun

REGIONAL & LOCAL AMENITIES





CHIEF OF POLICE

SALARY & BENEFITS

Arvin offers a competitive salary of **\$148,000 to \$179,000[^]** (DOQ) with performance incentives, relocation expenses, professional dues, retirement and attractive benefits:

- » Medical, Dental, Vision 100% EE, 50% dependents
- » Retirement (Cal-PERS) - 2% at 55 / 57 years
- » Life Insurance—\$50,000
- » Vacation & Sick Leave - 4 weeks / year & 1d/month
- » Longevity Pay - 3yrs (2%), 5 yrs (3%), 7 yrs (2%)
- » Other: Education Pay, Bilingual
- » Local residency bonus *

[^]Total compensation expected to exceed \$200,000.

Full Job Description

[Arvin Benefits Summary](#)

CONFIDENTIALITY 'Expressions of interest' may be kept confidential until Finalist selections are made.

EQUAL OPPORTUNITY The City of Arvin values diversity & equal opportunity in the workplace. Veterans, all genders, ethnicities and persons with disabilities who meet the minimum qualifications are encouraged to apply.

RESIDENCY Residency within the City is not required, but living locally is strongly desired. A residency bonus will be considered. 3-4 bedroom homes can be purchased for \$250,000.

HOW TO APPLY

RESUME & LETTER OF INTEREST TO...

ArvinChief@municipalsolutions.org

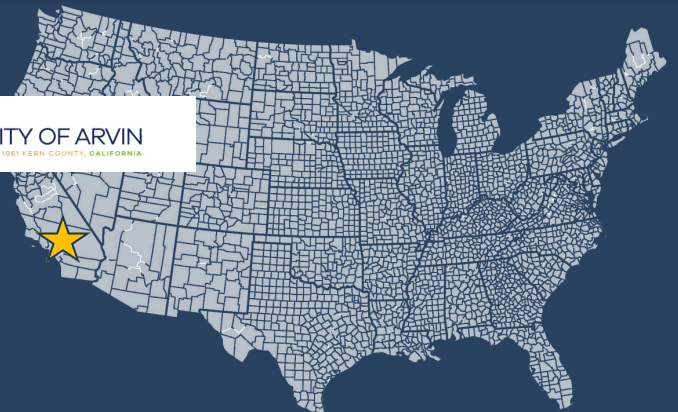
TIMELINE & SELECTION

Dec 7:	Deadline to Express interest
Jan 5:	Screening & Evaluation
12/13 Jan:	Finalists Interviews

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This recruitment actively managed by:



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EXPRESS INTEREST BY DECEMBER 7