

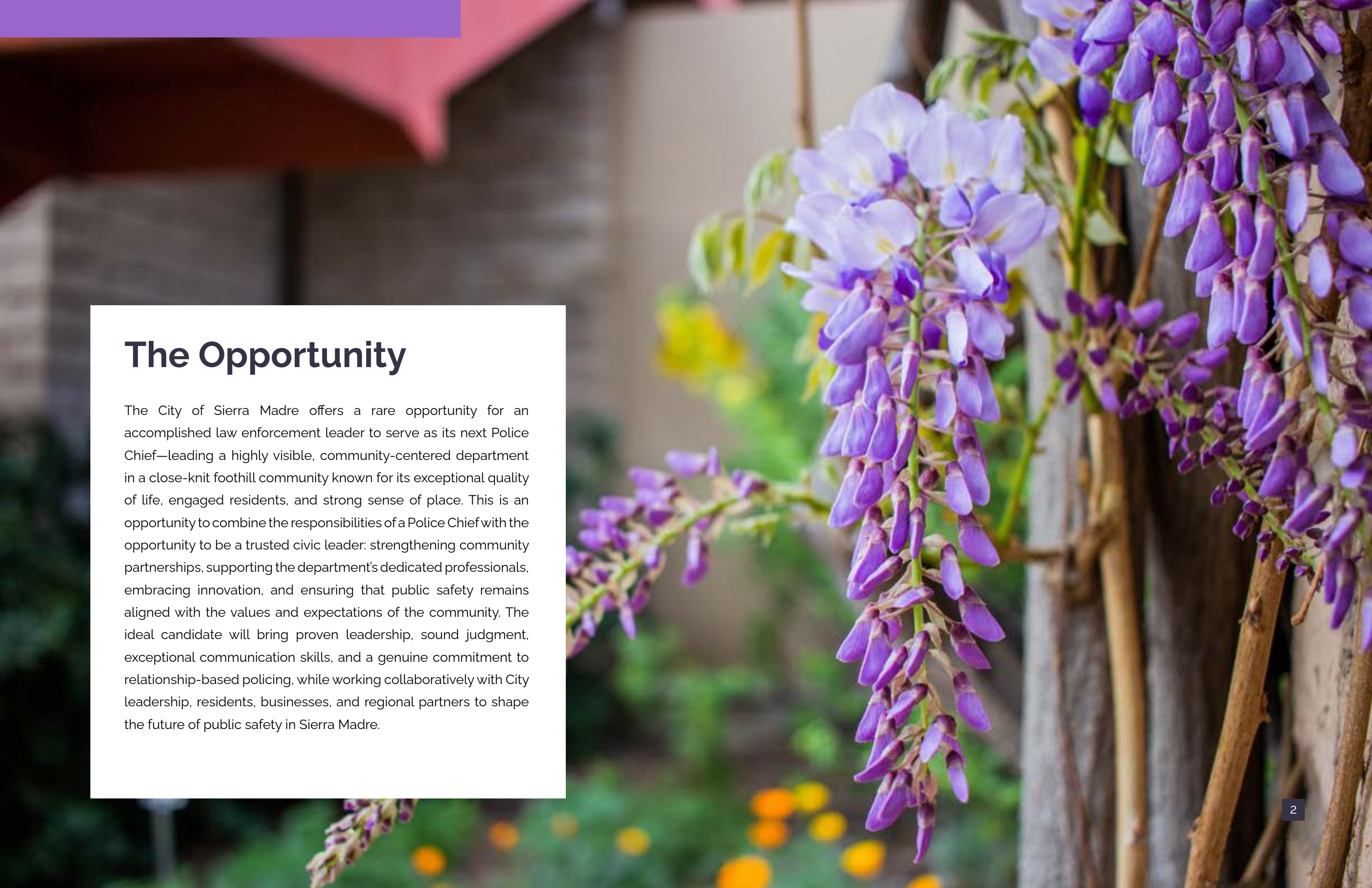


POLICE CHIEF

City of Sierra Madre, CA

Recruitment Services Provided By





The Opportunity

The City of Sierra Madre offers a rare opportunity for an accomplished law enforcement leader to serve as its next Police Chief—leading a highly visible, community-centered department in a close-knit foothill community known for its exceptional quality of life, engaged residents, and strong sense of place. This is an opportunity to combine the responsibilities of a Police Chief with the opportunity to be a trusted civic leader: strengthening community partnerships, supporting the department's dedicated professionals, embracing innovation, and ensuring that public safety remains aligned with the values and expectations of the community. The ideal candidate will bring proven leadership, sound judgment, exceptional communication skills, and a genuine commitment to relationship-based policing, while working collaboratively with City leadership, residents, businesses, and regional partners to shape the future of public safety in Sierra Madre.

About Sierra Madre

Sierra Madre is a geographically small city, approximately 3.5 square miles, located 12 miles northeast of downtown Los Angeles, and home to approximately 11,000 residents. The City borders Pasadena to the West, Arcadia to the South and East, and shares its largest border with the Angeles National Forest to the North. The downtown area covers six city blocks and exhibits the small-town character Sierra Madre is known for, with architecture and building styles reminiscent of the 1930s - 1950s. The small business district and limited commercial zoning provide for a community that is nearly 100% residential. Of the residential zoning, predominantly single-family homes have been built and maintained.

Sierra Madre is known for its village ambience, serene neighborhoods, scenic views, access to regional trails, and open spaces. At its heart is the City's charming downtown shopping district, a popular destination for visitors and residents. Sierra Madre is a tightly knit community that takes deep pride in its history yet maintains a modern-day lifestyle.

Residents can partake in numerous recreational activities offered by the City at its six parks, aquatic center, the Hart Park House, and Senior Center. City culture and history has been preserved through the Lizzie's Trail Inn Museum, Richardson Historical House, and the Sierra Madre Public Library's Local History Collection. Nature seekers are drawn to Bailey Canyon Wilderness Area and the Mount Wilson Trail, which leads hikers into the expanse of the Angeles National Forest.





City Government

Incorporated in 1907, the City of Sierra Madre is a General Law City and operates under the Council/Manager form of government. Legislative authority is vested in a five-member City Council elected at large for four-year terms.

Sierra Madre is one of the oldest and smallest cities in Los Angeles County. Despite its size, the government of Sierra Madre has always operated as a full-service City and provides residents with Public Safety services, including Police and Fire Departments, as well as Water, Sewer, Public Library, and a wide array of community services. The City has an approved FY 2026-2027 General Fund budget that supports 92 full-time staff. Residents of the city have an exceptional quality of life with median income, educational attainment, and property values that greatly exceed similar measures in peer cities, Los Angeles County, and the State of California. Sierra Madre is routinely ranked as one of the top 20 safest cities in California and the City continues to invest in public infrastructure, emergency preparedness, and essential municipal services, while maintaining CalPERS pension funding levels in excess of 90% for both its public safety and miscellaneous plans.

The Sierra Madre Police Department

For over 100 years, the men and women of the Sierra Madre Police Department have been committed to ensuring a safe environment for those who live, visit, and work in Sierra Madre. Thanks to a community policing partnership between the Police Department and community members, Sierra Madre has one of the lowest crime rates in California.

The Sierra Madre Police Department is committed to providing the highest level of service to the community. Due to the incredibly low crime rates, the officers have the time to interact with the people they serve and can work together with them to solve the public safety problems community members face. The Sierra Madre Police Department's mission is to ensure community safety and to deliver the highest quality service through dedication, teamwork, and partnership. The Police Department's vision is to become the model for 21st century small town policing.

The department has a FY 2026-2027 budget of \$6.9 million and consists of twenty-one full-time employees, seventeen part-time employees, and twenty-two volunteers. The Patrol Division is managed by an administrative Captain and consists of one part-time lieutenant, four sergeants, eight officers, one detective, one traffic officer, eight part-time officers, and seven reserve officers. The Records Services/Dispatch Division is supervised by the division supervisor and consists of four dispatchers, four part-time dispatchers, one part-time community services officer, one part-time administrative clerk, and two part-time cadets. The department also has fifteen civilian volunteers working a variety of assignments to supplement the department mission. The Captain, Administrative Lieutenant, and the Records Services/Dispatch Division Supervisor report directly to the Chief of Police.



\$ \$6.9M
Budget

21
FTE

17
PTE

22
Volunteers



The Sierra Madre Police Department

(Continued)

The department participates as part of three regional teams:

The Foothill Air Support Team (FAST) is a regional air support unit that is run by the Pasadena Police Department air bureau and serves eleven cities in the San Gabriel Valley providing helicopter air support to officers in the field. Officers from the eleven cities have the opportunity to compete for helicopter observer positions with FAST and work those positions on an overtime basis.

The Foothills Special Enforcement Team (FSET) is a regional tactical team serving five cities in the San Gabriel Valley. Sierra Madre officers have the opportunity to compete for positions on the team where they can gain valuable training and experience. The FSET position is a collateral assignment for officers assigned to the team.

Taskforce for Regional Auto Theft Prevention (TRAP) is a state-funded, multi-jurisdictional, multi-agency auto theft task force created to promote a coordinated effort and encourage maximum cooperation between law enforcement and prosecutorial agencies in Los Angeles County regarding auto theft. Because TRAP is state-funded and staffed by multiple agencies, it is considered an outside agency and requires a specific protocol which is necessary to enable the proper routing and case handling for specific investigations TRAP may become involved with.

The Position

Serving as the head of the police department, the Police Chief will be a leader who establishes trust and credibility with the community, sets the tone for the department, and provides clear recommendations and counsel to the City Manager on matters of public safety. The Police Chief serves on the City's Executive Management team, which works collaboratively to manage the operations of the City, develops and recommends the annual budget, and implements the vision of the City Council. Key areas of responsibility include:

- **Department Leadership & Oversight:** Direct all operations of the Police Department, including patrol, investigations, traffic enforcement, training, communications, records, and administrative functions. Set clear expectations and uphold professional standards across the organization.
- **Strategic Planning & Modern Policing Practices:** Establish policies, programs, and priorities to address current and emerging public safety needs. Promote innovation and leverage technology to improve effectiveness, responsiveness, and transparency.
- **Community Policing & Engagement:** Strengthen trust with the community through active involvement, open communication, and collaborative problem-solving. Serve as a visible leader who builds partnerships with residents, businesses, and civic organizations.
- **Organizational Effectiveness:** Recruit, develop, and mentor a diverse and high-performing team. Foster a supportive environment where employees are empowered to grow, held accountable, and recognized for their contributions.
- **Regional & Interagency Collaboration:** Work closely with state and federal agencies, regional partners, and other City departments to coordinate enforcement efforts and advance shared public safety goals.
- **Budgeting & Fiscal Responsibility:** Direct preparation and management of the Department's budget, ensuring responsible use of resources aligned with City priorities and long-term sustainability.
- **Ethics & Accountability:** Model professionalism, integrity, and political acumen. Maintain credibility with elected officials, community members, and staff while setting the tone for a culture of fairness, respect, and accountability.





The Ideal Candidate

The ideal candidate for the position of Police Chief for the City of Sierra Madre will possess certain traits and experiences that will lead to success:

- A seasoned law enforcement administrator who is competent administratively in areas such as budgeting, public presentations, and other important aspects of the Police Chief role.
- Fluent in 21st century policing principles and continually aware of emerging trends and issues.
- The ability to bring vision to the department, along with a focus on innovation and modernization, will be highly valued. An opportunity exists to update processes, policies, and procedures.
- A strong leader, committed to leading by example, accountability, and delivering excellent customer service.
- Willingness to invest in the mentorship and professional development of employees.
- A strong focus on community engagement and direct involvement with community members, business owners, etc. is an expectation in Sierra Madre.
- Demonstrated experience and creativity with respect to recruitment and retention are strongly preferred.

Qualifications

A combination of education and experience that demonstrates the necessary knowledge, skills, and abilities will be considered qualifying for this position. The following is a typical way to qualify:

Education: A Bachelor's degree in Police Science, Administration of Justice, Public Administration, or a related field. A Master's degree is strongly preferred.

Experience: A minimum of ten (10) years of progressively responsible sworn law enforcement experience, including at least three (3) years of command-level experience at the rank of Police Lieutenant or higher, or an equivalent position with substantial operational and administrative responsibilities.

Prior service as a Police Captain, Deputy Chief, Assistant Chief, or Police Chief is highly desirable. Candidates must demonstrate progressively responsible experience in police operations, organizational management, personnel administration, budgeting, policy development, and community relations.

Certification: Possession of a POST Management Certificate, and the ability to obtain a POST Executive Certificate subsequent to appointment. Must additionally possess a current American Red Cross certificate in First Aid/CPR/AED for Schools and the Community or obtain this certification within three months of employment.

Licensure: Possession of a valid Class C California driver's license and the ability to maintain insurability under the City's Vehicle Usage Policy.





Salary & Benefits

The City of Sierra Madre provides a competitive compensation and benefits package. The salary range for this role is **\$201,723 to \$251,924**, with specific placement within the range dependent on qualifications and experience. Key elements of the City's benefits program include:

Retirement:

- **CalPERS Retirement:** 3% @ 55 for Classic members or 2.7% @ 57 for new members.
- **Deferred Compensation:** The City contributes \$100 per pay period (\$2,600 annually).

Medical, Dental, and Vision Insurance:

- CalPERS medical plans (HMO/PPO)
- City provides \$1,500/month towards premiums for employee and dependents.
- \$325/month stipend for employees enrolled in alternate group insurance.

Paid Leave:

- **Vacation:** 96 hours per year, with additional accrual for each year of service after four years. New hires receive vacation accrual based on years of public service. The City does provide a cash out option.
- **Sick:** 96 hours per year.
- **Holiday:** Safety employees receive 104 hours of holiday leave on a fiscal year basis.
- **Management Leave:** 80 hours per fiscal year, with the ability to cash out.

Allowances:

- **Vehicle:** A City vehicle or \$300/month.
- **Cell Phone:** \$40/month
- **Relocation Assistance:** Relocation assistance may be negotiated with the successful candidate and is subject to City Manager approval.

Application & Selection Process

Interested candidates are encouraged to apply no later than **Monday, November 23, 2026**.
Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Bryan Noblett (ret.) | bryan@mosaicpublic.com | (916) 217-3696

RECRUITMENT TIMELINE:

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|--|---------------------------|
| • Deadline to apply and be considered: | Monday, November 23, 2026 |
| • Candidates selected for interviews: | Week of December 7, 2026 |
| • In-person interviews for selected candidates: | Week of January 11, 2026 |
| • Estimated start date for the new Police Chief: | February 2027 |

The City of Sierra Madre is an equal opportunity employer.

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