



# CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO

INVITES YOUR INTEREST IN THE POSITION OF

## POLICE LIEUTENANT



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## THE UNIVERSITY

California State University, San Bernardino is a preeminent center of intellectual and cultural activity in Inland Southern California.

Opened in 1965 and set at the foothills of the beautiful San Bernardino Mountains, the University serves more than 20,000 students each year and graduates about 4,000 students annually.

The “value added” by a CSUSB education ranks in the top 4 percent in the nation, according to the Collegiate Learning Assessment, a sequence of tests used by hundreds of colleges and universities nationwide that measure student learning in the freshman and then in the senior year.

CSUSB reflects the dynamic diversity of the region and has the most diverse student population of any university in the Inland Empire. Seventy percent of those who graduate are the first in their families to do so.

The University offers more than 70 traditional baccalaureate and master’s degree programs, education credential and certificate programs, and a doctoral program. In recent years, CSUSB added its first doctorate (educational leadership), engineering program (computer science and engineering) and M.F.A. programs in creative writing and studio art/design. Every CSUSB academic program that is eligible has earned national accreditation.

Cal State San Bernardino has seen records in enrollment, diversity of faculty and students, grant and contract funding, overhead funds, fundraising and international programs development. CSUSB ranks as the second-safest among CSU campuses.

Cal State San Bernardino is listed among the best colleges and universities in the western United States, according to The Princeton Review, Forbes and U.S. News and World Report, in their respective annual rankings.

It also is part of the President’s Higher Education Community Service Honor Roll, With Distinction – the highest

federal recognition a college or university can receive for its commitment to service-learning and civic engagement. In addition, it is a “Military Friendly School” according to G.I. Jobs. CSUSB’s



Jack H. Brown College of Business and Public Administration was ranked by CEO Magazine as one of the top business schools in the world for its MBA program. The Sierra Club named CSUSB one of “America’s Coolest Schools.”

The University has an annual statewide economic impact of more than half a billion dollars, along with more than \$32 million in yearly statewide tax revenue.

## THE POLICE DEPARTMENT

The CSUSB Police Department is a full-service law enforcement agency that provides service and protection on a 24/7/365 basis. The Department is responsible for the 471-acre northern San Bernardino campus and also for the surrounding area including outlying residential villages, canyon, and foothills. The CSUSB Police Department was established in January of 1974 and strives to provide the campus and community with professional service guided by the values of honor, integrity, and a commitment to excellence. The Department seeks to perform its broad public safety mission through diligent crime prevention, victim assistance, disaster preparedness, and problem-oriented policing.

Several new programs including Community Service Officer (CSO) program, Community Emergency Response Team (CERT), How to Survive an Act of Violence, Pepper

Spray, Threat Assessment Team (TAT), Off Highway Vehicle (OHV) program, Bike Patrol and Drone programs have been developed to better serve the campus community. The Department also has a canine team to further protect the campus and surrounding communities



Recent accomplishments include: a newly remodeled Regional Communications Center, several hardware and software upgrades, and a number of new training procedures, tools and equipment intended to improve officer and public safety. The Communications Center serves several other area college and university law enforcement agencies by contract.

The Police Department, which is also responsible for Parking and Transportation Services and Emergency Management, consists of 105 employees and a total operating budget of approximately \$10 million.

The Chief of Police believes in using innovative, non-traditional methods to not only respond to crime concerns, but to correct the root causes, and where possible, eliminate problem recurrence. The priority of the Department should continue to focus on interacting with faculty, staff and students, with a desire to move the Department forward in partnership with the campus community. The new Lieutenant will share these attributes and aspirations.

## THE IDEAL CANDIDATE

In a department of this size, the Police Lieutenant is the second in command and is charged with helping the Chief of Police manage the entire organization. The ideal candidate will offer a broad array of experience, skills and abilities, approaching the position with a humanistic view and sensitivity to the need to ensure consistency, compliance, accountability and transparency in the Department. The incoming Lieutenant will be personable and considered a team builder. The selected individual will be adept at developing staff members both for future career advancement and for mastery of current tasks. Staff members should be able

to look to the Lieutenant as an example and a mentor.

The ideal candidate will be an experienced case and incident manager, able to exercise command presence and knowledge of effective processes to manage patrol, investigations, and tactical response issues. The Department is seeking candidates who are capable of facilitating an increased sense of partnership between the Department and the campus community. The Lieutenant will be a skilled communicator, able to represent the Department and engage with students, faculty, staff, and the communities that surround the campus. The Lieutenant will develop and maintain a "first-name" working relationship with counterparts in the public safety agencies that serve the communities surrounding the

campus and will engage with them in projects to enhance community safety and well-being.

The selected candidate will understand that diversity and inclusion are catalysts for excellence in the organization and institution.

The Lieutenant will be able to focus on these issues and be able to manage the dynamics of difference by modeling problem solving and conflict resolution strategies.

The ideal candidate will be aware of current issues affecting campus safety in a university setting.

The selected individual will be adept at developing staff members both for future career advancement and for mastery of current tasks.

Candidates must minimally possess extensive supervision level experience in leading and managing a law enforcement workforce; Cal State is seeking an individual who is well-rounded, with experience in administration, investigations, and patrol. All candidates must possess current management and advanced California POST certifications or eligibility to attain them within 12 months of hire. Candidates from other states should consider the extensive California POST requirements for certification of experienced peace officers. A typical candidate will possess a bachelor's degree from an accredited college or university—with study in the areas of criminal justice administration, business administration, psychology, or a related field preferred—or an equivalent combination of education and management-level experience in an agency of similar size and complexity. A master's degree is desirable along with prior University law enforcement experience and knowledge of University regulations.

## COMPENSATION

The annual salary range for the Lieutenant position is \$120,000-\$130,000; placement within this range is dependent upon qualifications. The University also offers an attractive benefits package including: medical, dental, vision and life insurance; CalPERS defined benefit retirement plan; deferred compensation plan; two (2) vacation days and one (1) sick day per month; and a generous tuition fee waiver program.



## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

**Filing Deadline:  
June 3, 2019**

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 and Associates. Candidates will be advised of the status of the recruitment following finalists' selection. Finalist interviews will be held with California State University, San Bernardino. 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.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:  
(916) 784-9080

