# Recruitment Announcement

## Deputy Police Chief

The City of Peoria provides excellent municipal services by anticipating community needs, creating partnerships, promoting sustainability and embracing diversity.

**peoriaaz.gov**

POSITION

# DEPUTY POLICE CHIEF

## POSITION OVERVIEW

The Deputy Police Chief assists in the planning, directing, and coordinating of activities in the Police Department and is responsible for the supervision of Police personnel. Work involves resolving problems of the highest technical nature when required and participating in the determination and formulation of City policies. Duties include: assisting in planning, staffing, and directing police activities; assisting in coordinating, preparing, and administering the budget for the Police Department; conducting administrative studies of management problems and concerns; developing comprehensive programs designed to effectively correct operational deficiencies; investigating citizen complaints about police personnel conduct and services; and making recommendations on performance ratings, disciplinary actions, and related matters. A Deputy Police Chief represents the department at various meetings and conferences and speaks before community groups on the role of the Police Department. This class is responsible for performing related duties as required.

## CANDIDATE PROFILE

The Peoria Police Department is seeking a Deputy Chief who is a visionary leader and sound financial manager with knowledge of the principles and practices of municipal budget management. The ideal candidate is a Professional, Ethical, Open, Innovative, and Accountable (P.E.O.R.I.A) individual who can lead, mentor and empower staff and the Department's management staff.

## EXPERIENCE AND EDUCATION

**Minimum Qualifications**

- Education: Graduation from an accredited college or university with a Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field.
- Experience: A minimum of five (5) years' progressively responsible supervisory/management experience in a Police Department or law enforcement agency, including a minimum of two (2) years' experience as a Police Commander or equivalent.
- Licenses/Certifications/Special Requirement(s):
  - o Because of the confidential and/or sensitive nature of information handled, successful completion of the following is required:
- Background investigation, psychological evaluation and polygraph
  - o The ability to obtain Arizona Peace Officer Standards and Training (AZPOST) Certification within six (6) months of hire.
  - o Must possess a valid Arizona Driver's License by hire date.

  - o Substance Abuse Testing: Due to the safety and/or security sensitive nature of this classification, individuals shall be subject to pre-employment/pre-placement and random alcohol, drug and/or controlled substance testing as outlined in City policy and procedures.

**Preferred/Desirable Qualification(s).**

- A Master's Degree from an accredited college or university in Criminal Justice, Public or Business Administration, or a related field.
- Experience in a Police Department or law enforcement agency of comparable or larger in size and complexity to the Peoria Police Department.

## DESIRED PROFESSIONAL AND PERSONAL ATTRIBUTES

- Outstanding relationship skills and the ability to collaborate effectively with all stakeholders;
- Ability to leverage outside resources to support improvements to Department operations;
- Substantial experience initiating and overseeing community policing and crime prevention programs and the productive use of volunteers;
- Ability to promote diversity within the Department and to work with a diverse community;
- Collaborative team-player with ability to maintain and improve strong rapport and trust within the Police Department and between the Department and the community;
- Excellent public relations skills with the ability to sustain the current transparency of the Police Department to the community;
- Strategic, innovative thinker with good financial management skills;
- Strong intergovernmental relations skills with the ability to work with the Maricopa County Sheriff's Office and other police departments in the County to jointly address crime issues;
- Experience working with police unions/associations;
- Experience in rapidly growing communities;
- Ability to have a high profile and high degree of visibility in the community;
- Comfortable and experienced in media relations and interactions with print and electronic media;
- Outstanding communication skills and ability to communicate police issues in layperson language; and
- Ability to advocate for the Department and hold employees accountable.

## CURRENT ISSUES

The following listing of issues and challenges are representative of the issues the new Deputy Chief will deal with in the first six to eighteen months on the job and are not intended to be comprehensive in nature.

**Growth and Development –** Peoria has enjoyed steady growth and will continue to develop in population and land area. This will present a resource challenge for the Department to keep pace with this growth and increased calls for service.

**Community Policing –** The Peoria Police Department is a recognized leader in community policing and has received honors and community acceptance for its efforts. In recent years, PPD has focused on Crime Awareness and Response Evaluation (C.A.R.E.), its statistically driven crime response model. The new Deputy Chief will need to insure a balance between community connection and data-driven response is maintained.

**Technology –** The Peoria Police Department has made significant technological progress but is still in the process of implementing our new Records Management/Computer-Aided Dispatch Systems. The new Deputy Chief will need to maintain current technological capabilities and advocate for emerging systems, which will increase productivity and departmental effectiveness.

**Facilities –** The current North Police Station is rapidly becoming outgrown and inadequate. The City has plans to expand the current facility, and the Deputy Chief will be an integral component of expansion plans.

## SALARY

**Range:** $103,740.00 -$153,270.00 annually
**Anticipated Hiring Range:** $103,740.00 - $140,000.00 annually

## TO APPLY

**If you are interested in this outstanding opportunity, please visit our website at www.peoriaaz.gov/rocs to apply online.**

**This position will be opened until filled. The first review of applications will be on February 22, 2015 and every two weeks after.**

# PEORIA, ARIZONA

## THE COMMUNITY

Peoria, Arizona is a dynamic desert community northwest of Phoenix with more than 154,000 residents.

Founded by settlers from Illinois in 1886, this onetime farming community was one of the nation's fastest growing cities during the recent growth boom. Officially incorporated in 1954, the city has grown from the original one square mile in Old Town Peoria to more than 176 square miles of beautiful Sonoran desert in both Maricopa and Yavapai counties.

The city is home to Lake Pleasant – the state's second largest lake; and the Peoria Sports Complex – spring training home of Major League Baseball's San Diego Padres and Seattle Mariners.

Peoria boasts other award-winning facilities including the Peoria Center for the Performing Arts and Rio Vista Community Park and Recreation Center. The city also is proud of its relationship with the arts community, including non-profits such as the Challenger Space Center, West Valley Art Museum, and Arizona Broadway Theatre.

Those attractions along with 35 miles of hiking trails, top-notch schools, well planned residential neighborhoods and an enticing variety of shopping, dining and entertainment options led Money magazine to rank Peoria among its 100 "Best Places to Live" in 2008.

## A GREAT PLACE TO WORK

The city has many assets that make it a quality community: strong knowledge-based workforce, reputable entertainment and shopping districts, excellent school district, open space and park amenities including a 10,000-acre lake, affordable housing and master-planned neighborhood, robust infrastructure for transportation and water, and proximity to other Phoenix-area amenities including professional sports and NASCAR as well as culture and the performing arts.

Peoria is also completing its economic development roadmap which will clarify the City's strategy in business attraction defining what the community's economic assets are and what industries should be targeted. Current initiatives include the recruitment of an institution of higher learning as well as the establishment of a bioscience incubator in collaboration with strategic partners.

## A GREAT PLACE TO LIVE

Almost all Peoria residents – 93% to be exact – rated their neighborhood as an "excellent" or "good" place to live in a 2013 survey. Read it all at www.peoriaaz.gov/citizensurvey. The city is not only a great place to work — it is a great place to live.

**City of Peoria**

**HUMAN RESOURCES**

8401 West Monroe Street
Peoria, Arizona 85345
T 623.773.7100
*humanresources@peoriaaz.gov.*