



# City of Tempe is seeking a **POLICE CHIEF** \$160,000 - \$196,540

## Opening Date:

Wednesday, November 4, 2015

## Closing Date:

First Review of Applications will be on  
Friday, December 4, 2015

*Initial interviews will occur during the week of  
December 14<sup>th</sup>. Selected Candidates will be  
notified.*

## Benefits

- \$6,000 annual contribution towards deferred compensation.
- 56 hours of executive leave per year
- Minimum of 14 paid vacation days per year
- 12 paid sick leave days per year
- 12 paid holidays per year
- Health, dental, life, and vision care coverage plans
- Up to \$5,000 (per year) of tuition reimbursement
- Retirement plan contributions

## How to Apply

Applicants are required to submit a cover letter, resume (including an e-mail address), and a completed supplemental questionnaire.

**Email your materials to:** [jobs@tempe.gov](mailto:jobs@tempe.gov)

**For further information, please contact:**

Lawrence LaVictoire, Human Resources Manager, (480) 350-8277

Kathleen Broman, Sr. Human Resources Analyst, (480) 350-8204

## Selection Criteria

Applicants whose experience and training most closely meet the needs of the city may be selected for further testing/interviews. Falsifying information or lying during any stage of the selection/hiring process will make you ineligible for new or continued city employment.

## Minimum Qualifications

### Experience:

Eight years of increasingly responsible supervisory experience in law enforcement, including three years of administrative responsibility.

### Education:

Requires a Bachelor's degree from an accredited college or university in criminal justice, public administration, or a degree related to the core functions of this position.

### Licenses/Certification:

- Possess and maintain a valid driver's license
- Qualify for certification by the AZPOST and obtain and maintain certification by the AZPOST within one year of hire/promotion.

## The Community

Tempe is one of Arizona's oldest communities, with roots dating back to the Hohokam. The City still has buildings from the late 1800s in its downtown. While enjoying dynamic growth, the city has maintained its unique personality and style through a careful and masterful blending of the new with the old. Respecting its heritage and energetically planning for the future, Tempe is a wonderful mix of history and modern urban amenities.

Located in the center of the Greater Phoenix Metropolitan Area, Tempe covers approximately 40 square miles and is home to more than 165,000 residents and a workforce of more than 150,000. Tempe is also home to Arizona State University with a student population of over 70,000. Tempe is surrounded by six freeways and is the only Arizona city to have border to border light rail. The majority of the Greater Phoenix Metropolitan Area can reach Tempe within 20 minutes.

Tempe is home to the nation's largest university - Arizona State University and the Tempe Town Lake – one of the most popular destinations in the state. Tempe is the spring training home for the Los Angeles Angels of Anaheim. Downtown Tempe offers the original walkable urban downtown district, representing a destination for the independently spirited, a hub for entertainment and an attractive market for entrepreneurial business. About 25,000 people work in downtown Tempe for companies such as Allstate Insurance, Amazon, Lifelock, Chase and Smith Barney. Major employers in the city include Insight Computers, Arizona State University (ASU), Wells Fargo, Edward Jones, and State Farm, as well as an eclectic mix of small and locally owned businesses.

Tempe is among Arizona's most educated cities. More than 40 percent of our residents over the age of 25 have Bachelor's degrees or above. This lends itself to a creative, smart atmosphere where anything seems possible. People and businesses in Tempe have worked on projects including the Mars Rover, implanted heart defibrillators, solar energy and much more.

## The Department

With a workforce of approximately 500 employees and a budget of over \$82 million, the Police Department is comprised of three branches under the Office of the Chief: Patrol Operations; Investigations & Organizational Services; and Support Services. The overarching goals of the department are:

- Fighting crime and enhancing community safety
- Promoting community involvement
- Supporting and developing employees
- Enhancing innovation and technology

## The Culture

Tempe residents enjoy an unsurpassed quality of life, including more than 150 special events annually, such as one of the nation's largest and best New Year's Eve parties, Rock n Roll Marathon, Tour de Fat Bike Festival, Ironman Arizona and a Fourth of July celebration that regularly draws more than 50,000 people. Tempe residents are fit and enjoy 175 miles of bikeways, hiking at Papago Park and A Mountain, rowing, sailing and paddling at Tempe Town Lake and horseback riding at Papago Stables.

Residents also enjoy Tempe's various cultural and art activities at its many venues that include the Broadway shows at ASU Gammage, Spring Training Baseball, community performances at Tempe Center for the Arts. There are a number of museums in Tempe, such as The Arizona Historical Society Museum, Nelson Fine Art Center and many others regionally, including the world famous Heard Museum.

## City Government

A unique inverted pyramid structure in downtown Tempe houses the City's council/manager form of government. Tempe is a full-service municipality with a workforce of more than 1,600 regular employees, with an additional 700+ temporary employees. Tempe has an operating budget of \$445 million, with a AAA bond rating with Standard & Poor's and Fitch. Policy direction is provided by the Mayor/City Council who are assisted by an active community that includes a variety of boards, commissions and committees.



