



# CITY OF MESA, ARIZONA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## POLICE CHIEF



## THE COMMUNITY

As one of the fastest-growing cities in the nation and the third-largest in Arizona, Mesa offers a thriving and dynamic recreational, educational and business environment and the best in a variety of amenities. These amenities include parks within easy walking distance from home, a variety of sports facilities that cater to athletes young and old, highly rated golf courses for every skill level, a diversity of special events and community festivals, and Mesa's ever-popular Chicago Cubs Spring Training baseball.

In fact, more than 450,000 people call Mesa home because of the community's overall quality of life. With affordable housing, superior schools, a low cost of doing business, a reasonable tax structure, a skilled and well-educated workforce, and low crime rate, Mesa offers a highly attractive lifestyle.

As part of the Phoenix-Mesa metropolitan area, Mesa is 15 miles east of Phoenix and covers 131 square miles. The community offers the advantages of a thriving metropolis while maintaining the feel of a suburban environment.

Entertainment and cultural attractions are accessible and varied, including the new state-of-the-art Mesa Arts Center, the Mesa Southwest Museum, Arizona Museum for Youth, Mesa Historical Museum, Mesa Symphony, Southwest Shakespeare Company, Xicanindio Artes, Sister City activities and the Sistine House Historic Museum.

Additionally, Mesa offers recreational opportunities for all, such as Chicago Cubs spring training, 56 city parks, 28 golf courses, 12 public swimming pools, five community recreation centers and more than 100 miles of bikeways. Within the metro area are the Superstition Mountains, fishing, boating, Phoenix Suns NBA basketball, Arizona Cardinals NFL football, Phoenix Coyotes NHL hockey, the annual Fiesta Bowl and Major League Baseball's 2001 World Series Champion team, the Arizona Diamondbacks.

Mesa has a thriving retail market and a strong, diversified economic base consisting of aerospace/aviation, education, health and transportation, manufacturing and principle industries in automotive, business services and electronics. Mesa offers a wide range of neighborhoods with unique atmospheres—from pristine desert uplands to citrus groves. The median value for existing single-family houses in Mesa is \$220,000, and the average rental cost of a two-bedroom apartment is \$710.

An impressive array of top-rated education opportunities and collaborative partnerships, from preschool to Ph.D., focus on providing the quality education that families seek, as well as producing a technologically prepared workforce.

As one of the fastest-growing cities in the nation and the third-largest in Arizona, Mesa offers a thriving and dynamic recreational, educational and business environment and the best in a variety of amenities.

There are more than 120 public primary and secondary schools in Mesa. Mesa elementary school students continually score above the state and national average on the Stanford 9 Achievement Tests in math and reading. Other educational facilities include the Arizona School of Health Sciences, Mesa Community College, East Valley Institute of Technology and the Williams Education, Research and Training Campus at Williams Gateway Airport. The campus includes Arizona State University's Polytechnic campus, Embry-Riddle University, University of Phoenix, Ottawa, DeVry University, Keller Graduate School of Management, and a partnership between Chandler-Gilbert Community College and the University of North Dakota for aviation studies.

## THE ORGANIZATION

With a vision to be the employer and community of choice, the City of Mesa has a Council-Manager form of charter government. The City operates under a District System of Council representation, with the Mayor elected at large and six Council Members elected by District. The City Manager, appointed by the Council, is the Chief Administrative Officer carrying out the policies of the City Council and directing a full-service, customer oriented municipal organization with 4,160 full-time equivalent employees. The City provides a full range of municipal services including Police and Fire Protection, Parks and Recreation, Libraries, Transportation, neighborhood outreach and general administration. In addition, the City owns and operates several enterprises including the operation of electric, gas, water, wastewater, solid waste, aquatics, airports, golf courses and a community center.

For fiscal year 2005-06, Mesa's operating budget is \$705 million, and the capital improvement budget is \$168 million. As a Department Manager, the Police Chief manages the services provided by 1,411 full-time equivalent employees, of which 833 are sworn officers. With a budget



of \$126.7 million for fiscal year 2005-06, the Police Department is an internationally accredited law enforcement agency by the Commission on Accreditation for Law Enforcement Agencies.

Services are provided through three bureaus and the Office of the Police Chief. Internal Affairs, Public Information and the Legal Unit report directly to the Chief. The Administrative Services Bureau includes Crime Analysis, Communications, Fiscal Management/Budget, Planning, Professional Standards and Technical Services. The Patrol Operations Bureau has Patrol Resources and four patrol divisions geographically divided based on the distribution of calls for Police service, neighborhoods and natural boundaries. The Special Operations Bureau includes Criminal Investigations, Special Investigations and Staff Resources.

Some of the programs are the Mesa Police Academy and Police/Fire Training Facility; Center Against Family Violence; a helicopter and fixed-wing unit; Community Action Teams; Crime-Free Programs; a bike team; a Citizen Police Academy; a Crime Laboratory; photo safety program; a CyberCrime Unit; proactive partnership with neighborhoods; and many other specialty areas.

The award-winning department has a policy of Community-Oriented Policing. Its mission is to improve the quality of life in Mesa by working together with all citizens to preserve life, maintain human rights, protect property and promote public safety. The department enjoys strong support from the community, the City Council and the City Manager.

With highly trained and dedicated employees and use of state-of-the-art equipment, the Mesa Police Department is successful in protecting and serving Mesa's residents, businesses and visitors.

## THE POSITION

The Police Chief is an unclassified position appointed by the City Manager and approved by the City Council. The Police Chief provides administrative direction for all Police Department functions, operations and personnel through the supervision of subordinate staff and a review of their activities.

Responsibilities include reviewing the general operation of the Department to determine efficiency; providing direction on major projects or problem areas; developing and implementing policies and procedures; and providing policy guidance. In addition, the Police Chief is responsible, through study and consultation with City officials, for developing recommendations for the protection of life and property in the City.

The Police Chief serves as a member of the City management team. General supervision is received from the City Manager who reviews work on the basis of overall results achieved. The Police Chief may consult with the City Manager on problems relating to policy and planning, but works indepen-



dently in carrying out the functions of the Police Department.

## THE IDEAL CANDIDATE

The desired candidate will possess the highest level of integrity and honesty. Equally important are strong leadership and interpersonal skills with a keen ability to relate to a wide spectrum of individuals and groups including: City Administration, sworn and civilian staffs, organized employee groups, elected officials, community leaders and organizations, the media, other law enforcement agencies and the general public.

The desired candidate will also possess outstanding managerial skills and abilities including problem solving, decision making, strategic planning, diplomacy and conflict resolution skills.

The ability to handle sensitive departmental matters, volatile issues with the community in general, and political issues will call for a person who is at ease in public settings, able to speak extemporaneously and with a high degree of personal credibility. Candidates should have experience with organizations that have a strong team orientation, open communications and an employee participation environment.

The desired candidate will also possess outstanding managerial skills and abilities including problem solving, decision making, strategic planning, diplomacy and conflict resolution skills.

The position of Police Chief requires a Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field and 10+ years of progressively responsible management experience in law enforcement. A Master's Degree is preferred. A background investigation and polygraph will be required. City of Mesa residency and Arizona Peace Officer Standards and Training certification will be required within one year after appointment.

## THE COMPENSATION

The Salary for the Police Chief ranges from \$107,140.80-\$143,561.60 annually, dependant upon qualifications. The City also offers an attractive benefits package including:

**Retirement Plan** – Arizona State Public Safety Personnel Retirement System (7.65% mandatory contribution by employee)

### Insurance –

- Employee health insurance (PPO, co-pay and family options available)
- Employee dental insurance (family option available)
- Paid employee life insurance (1.5 times salary)
- Supplemental employee life insurance
- Long-term disability (Short-term disability option available)
- Commuter insurance
- Substantial contribution toward dependent medical and dental coverage
- Paid employee and dependent vision care plan option

**Car Allowance** – \$250/month

**Vacation** – 12 paid vacation days/year for the first two years of service; 18 paid vacation days/year after two years of service

**Sick Leave** – 12 paid sick leave days per year

**Holidays** – 10 paid holidays per year

**Tuition Reimbursement** – \$2,200 per year

**Employee Paid Deferred Compensation Plans** – One-half percent City contribution after one year continuous service: AIG VALIC, Great-West Retirement Services, The Hartford, ICMA-RC, or ING

### Other Benefits –

- Executive physical provided annually (optional)
- Medical and Dependent Care Flexible Spending Accounts
- Military and Bereavement Leave
- Elder Care Resource and Referral
- Child Care Resource and Referral
- Additional leave bank negotiable



## TO APPLY

If you are interested in this outstanding opportunity, please submit a cover letter and resume to:

**Bob Murray**

**Bob Murray & Associates**

1677 Eureka Road, Suite 202  
Roseville, CA 95661

(916) 784-9080

(916) 784-1985 fax

e-mail:

[apply@bobmurrayassoc.com](mailto:apply@bobmurrayassoc.com)

**Filing Deadline:**

**March 17, 2006**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to screening interviews with Bob Murray and Associates. 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. Final interviews will be held with the City of Mesa. Candidates will be advised of the status of the recruitment following selection of the Police Chief.

If you have any questions regarding this recruitment, please do not hesitate to call Mr. Murray at:

(916) 784-9080

