

City of Goodyear, Arizona
seeks candidates for

Police Chief



AN EXCEPTIONAL OPPORTUNITY





GOODYEAR

THE COMMUNITY

Scenic mountain views, desert vistas, wide open spaces, golf courses, lakes and parks have attracted 111,508 residents who are among the most affluent and best educated in the state.

Located in the southwest portion of the greater Phoenix metropolitan area, Goodyear has been the recipient of much of the Valley's recent growth. Goodyear is the ninth fastest growing city in the nation in 2021 according to the U.S. Census Bureau.

Goodyear's population is predicted to be well above 700,000 by the year 2050.

With spectacular master-planned communities hosting country clubs, lakes and golf courses; excellent schools and hospitals; a wide variety of dining and shopping opportunities; and an active outdoor lifestyle, Goodyear has been planned from the beginning with "unsurpassed quality" in mind.

Goodyear is a friendly community where newcomers feel at home right away. Goodyear's 2023 Citizen Satisfaction Survey indicates that 93% of Goodyear residents feel safe in their neighborhood and 9 in 10 residents would recommend Goodyear to others.

A mere 20 minutes west of downtown Phoenix, Goodyear is nestled between the Estrella Mountains and the White Tank Mountains. It is divided by Interstate 10, with a completion to the Loop 303 freeway, making it a premier location for businesses of all types.

Goodyear is ranked #22 by Money magazine as one of the "Best Places to Live".

GOODYEAR

CITY GOVERNMENT

Goodyear operates under a Council-Manager form of government. The City Charter provides for six council members and a mayor – all elected at large on a non-partisan ballot. The mayor and Council members serve four-year terms. The mayor has a two-term limit and council a three-term limit. Council members serve staggered terms to ensure continuity.

As the local legislative body, the Goodyear City Council adopts ordinances and policies that direct the city government. They also appoint the city manager, city attorney, and municipal judge. All other employees are under the auspices of the City Manager who is responsible for the overall operation and supervision of the government functions within the policy directives of the Goodyear City Council.

The city of Goodyear is a full-service community with a staff of 961 full-time employees. The following functions are provided: police, fire, sanitation collection, water and sewer, streets/rights-of-way and parks maintenance, economic development, planning and zoning, engineering, courts, communications, parks and recreation, neighborhood services, city code compliance, and all administrative services. Goodyear Ballpark, constructed in 2009, is also operated by the city.

The Ballpark is a 10,311-seat stadium which serves as the spring training home to the Cleveland Guardians and the Cincinnati Reds.

The city has a high performing workplace culture that achieves "best work" through an intentional focus on nurturing our culture, demonstrating our core values and emphasizing employee wellbeing & engagement.



GOODYEAR

Police Chief

The City of Goodyear is actively seeking an innovative, effective, and collaborative leader to serve as our next Police Chief. In this critical role, you will be responsible for managing and leading a dedicated team of 165 sworn officers and 68 non-sworn staff. With a FY 2024 annual operating budget of \$58.9 million, you will play a pivotal role in ensuring the safety and security of our vibrant community.

As the Police Chief, your responsibilities will extend beyond traditional law enforcement. You will plan, direct, and empower our law enforcement personnel to develop and implement programs that safeguard our residents, employees, and visitors, as well as their property. Your commitment to community-focused policing will be evident as you collaborate with local, state, and national law enforcement agencies and leaders to prevent, investigate, and prosecute crime.

Moreover, you will be a key player in fostering strong relationships within our community. Your collaboration will extend to working closely with the City's management team, elected officials, residents, businesses, neighborhoods, schools, human service agencies, and various community organizations. By championing transparency, fairness, and compassion, you will contribute to building a safer and more cohesive city for all.

If you are a strategic thinker, a visionary leader, and passionate about making a positive impact, we encourage you to apply for this transformative opportunity.

GOODYEAR

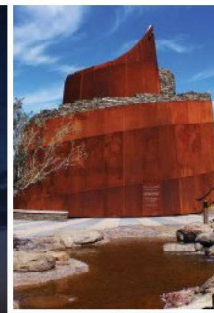
Ideal Candidates

We are seeking a Visionary Law Enforcement Leader who embodies creative vision, strong leadership, exceptional management, and administrative skills. The ideal candidate will possess highly collaborative interpersonal abilities necessary to effectively lead our Police Department. As the top candidate, you will bring extensive experience in law enforcement, backed by a proven track record of accomplishments. Your broad background in law enforcement operations will be complemented by your ability to adapt to changing conditions and your familiarity with best practices in community-oriented policing.

The successful Police Chief will be strategically oriented, self-assured, and committed to establishing a reputation for fairness, honesty, and compassion.

Other desired personal attributes and characteristics:

- Consistently convey and execute the missions and strategic goals of the City and Department through candid, transparent, and forthright communication.
- Energetically embrace ownership of the job and all responsibilities in managing a robust organization.
- Proficient in community engagement to effectively address neighborhood issues.
- Lead, promote and articulate the department and City's commitment to building a strong culture.
- Demonstrates unwavering integrity, intellectual honesty, and a strong commitment to equity and diversity.
- Possesses a successful history of identifying and assessing specific organizational requirements.
- Demonstrated ability to work effectively and collaboratively with organized labor and other city departments.
- Extensive knowledge of current trends and issues that affect and influence law enforcement and community service.
- Creative and flexible problem-solving capabilities, with the ability to elevate concerns early to the City Manager's Office, as well as the ability to analyze and resolve complex and sensitive issues.
- Ability to become a leader in the west valley to address local public safety concerns.



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COMPENSATION AND BENEFITS

The salary range for the Police Chief is \$170,216 to \$239,946. In addition, the city of Goodyear provides excellent benefits including:

- Deferred compensation match of 2.0%
- Vacation Leave: 12 days per year for first two years.
- Enhanced vacation accrual rate for years of credited service in AZ State retirement system
- Sick Leave: 12 days per year
- Holidays: 12 paid holidays per year, including one floating day
- Medical Insurance: Three plan options with significant employer cost share
- Retiree Healthcare Plan for qualified employees
- Access to free Employee Wellness Clinic for employee and their eligible family members
- Access to city's award-winning wellness program
- Dental Insurance: Available with significant employer cost share
- Vision Insurance: At a competitive group rate
- Life Insurance: city-paid coverage at twice the annual salary (\$300,000 maximum); additional life insurance for self and/or dependent is available.
- Short Term Disability: city-paid coverage
- Flexible Spending Accounts
- Retirement: State Public Safety Personnel Retirement System (PSPRS) Defined Benefit Plan
- Deferred Compensation Plan options available
- Employee Assistance Program
- Tuition Assistance Program
- City paid Identity Theft Protection

For more information about city of Goodyear employee benefits, visit goodyearaz.gov.

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HOW TO APPLY

If you are passionate about shaping the future of law enforcement and fostering a safe and thriving community, we encourage you to apply.

To be considered, apply online at our Career Website:

www.governmentjobs.com/careers/goodyear

Complete our application and provide a copy of your résumé and cover letter.

For additional information on this exceptional opportunity, please contact:

Lyman Locket, Human Resources Director
lyman.lockel@goodyearaz.gov

This position is: Open Until Filled

First review period: April 22, 2024.

Examination Process: Only a limited number of the most highly qualified applicants meeting the city's requirements will be invited for an interview. The examination process for this position will consist of panel interviews and engagement sessions with staff and select community partners.

