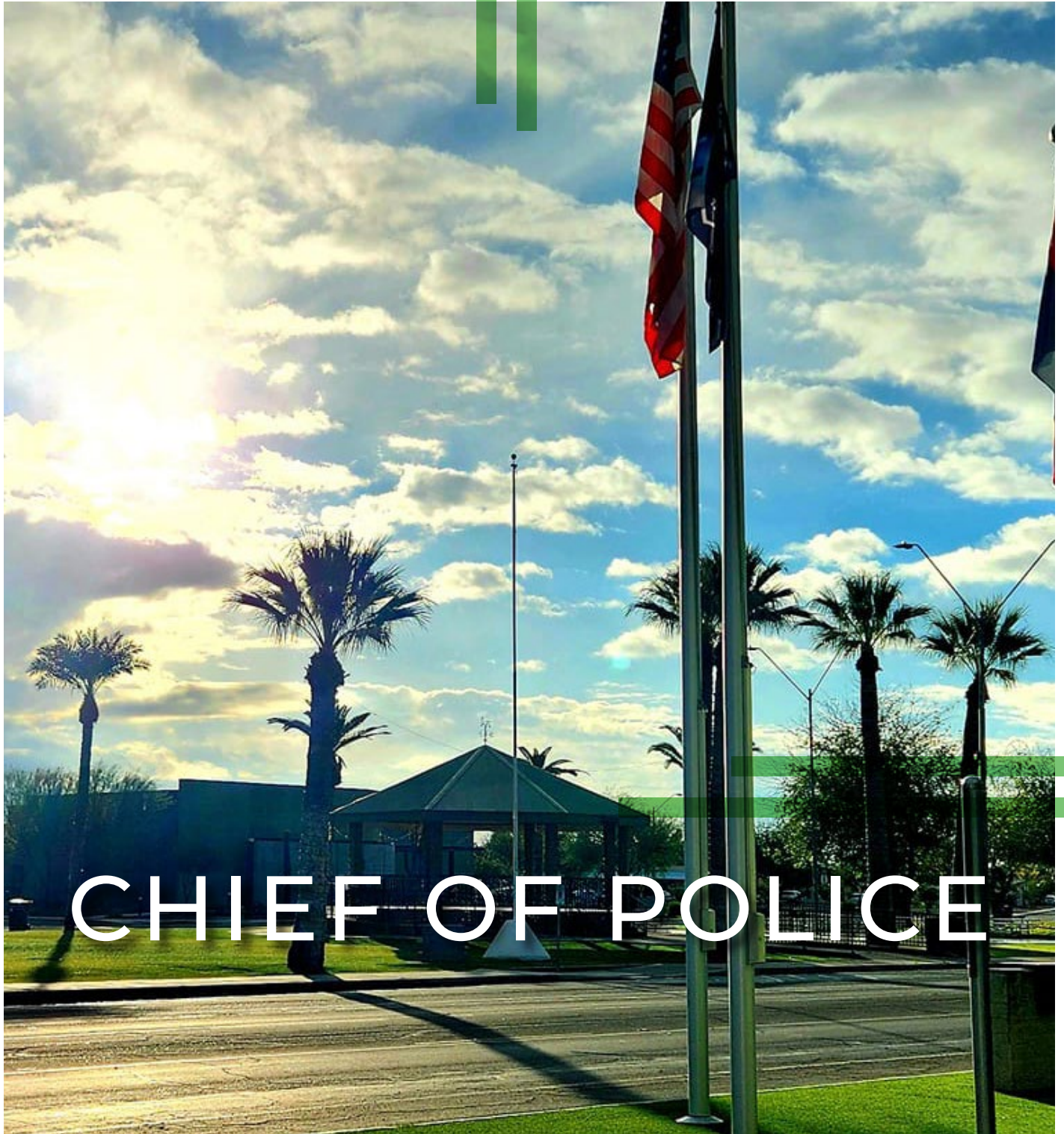


A NATIONAL SEARCH
is underway for a new Chief of Police

Eloy, AZ



CHIEF OF POLICE

ELOY, AZ



THE 01. OPPORTUNITY



A national search is underway to attract an exceptionally well-qualified candidate to serve as Chief of Police for the City of Eloy, Arizona.

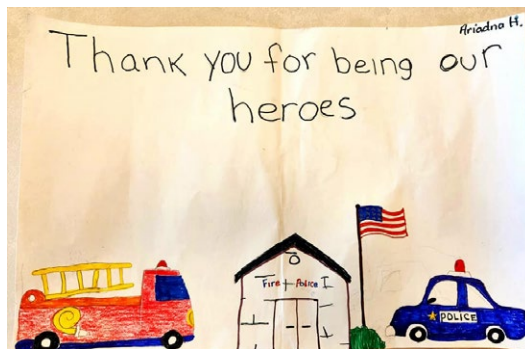
The city is nearly equidistant from Phoenix and Tucson. It is a growing community that is proud of its history but ready for anticipated growth and all that comes with it. The next Chief of Police for Eloy is not just a law enforcement executive but a community builder. The ideal candidate is a collaborator who fosters relationships across city government and the community. They work to build trust, create partnerships, and ensure equitable law enforcement. The ideal candidate is transparent, accountable, and open to diverse viewpoints. Eloy's residents are eager to welcome an accomplished chief who is ready to work with all internal and external stakeholders to address public safety concerns.

02. THE CITY

Established in 1949, the City of Eloy has evolved into a burgeoning community, home to 18,000 residents, nestled within its expansive 115 square miles.

Situated within the bustling Arizona Sun Corridor, Eloy stands as a pivotal point for manufacturing and a vital distribution center due to its unparalleled access to various modes of transportation, including interstate highways, arterial roads, railways, and air traffic routes. Positioned strategically with connectivity to Interstate 10 and Interstate 8, as well as being linked to the Union Pacific Railroad main line and the Eloy Municipal Airport, the city experiences consistent growth. Forecasts predict that the population of Eloy will double within the next decade, signifying its trajectory toward further expansion and development.

Eloy beckons its residents and visitors with a rich selection of open spaces and trails featuring renowned destinations like Picacho Peak State Park, Ironwood Forest National Monument, Casa Grande Natural Resource and Trail Park, and Casa Grande Ruins National Park. The city's allure extends beyond its natural beauty, boasting a welcoming community spirit, affordable living costs, abundant job opportunities, and a calendar filled with engaging local events. Positioned as a haven of friendliness, Eloy offers the best of both worlds: a charming small-town ambiance with easy access to the bustling hubs of Phoenix and Tucson. Its strategic proximity to the Phoenix and Tucson Metropolitan Areas, coupled with their international airports, makes Eloy an enticing choice for families and businesses.





03. CITY GOVERNMENT

Eloy functions under a Council-Manager system of local governance led by an elected mayor and six council members who appoint key administrative positions, including the city manager, city clerk, city attorney, and a municipal judge.

With a dedicated workforce of 132 employees, Eloy offers comprehensive services spanning: Community Development, Community Services, Public Works, Water and Wastewater Utilities, Police, Justice Court, Finance, Human Resources, and City Administration. Fire services, however, are managed separately by an independent district.

Operating on a budget totaling \$63,600,000 for fiscal year 2023-2024, the City of Eloy has consistently demonstrated strong fiscal management, earning the Comprehensive Audit Financial Report (CAFR) from the Government Finance Officers Association (GFOA) for the past decade. This recognition underscores the city's commitment to sound financial practices and overall fiscal well-being.

THE POLICE DEPARTMENT 04.

With a budget of \$5.4 million, the Eloy Police Department (EPD) is a law enforcement agency with an authorized force of thirty-two (32) sworn officers and eleven (11) civilian positions, including six Communication Dispatchers, two Community Service Officers, a Records Clerk, an Administrative Assistant, and an Evidence Technician.

The department also has a contingent of Reserve Officers and Citizen Volunteers who perform duties that allow police officers to patrol Eloy's large geographic area and respond to more than 13,000 calls for service per year.

The EPD is comprised of two divisions, each led by a Captain who reports directly to the Chief of Police:

- The **Support Services Division** includes the Administration Section and the Criminal Investigations Section.
 - The **Administrative Section** manages the Communications Unit, Records Unit, SRO, and several other ancillary administrative duties.
 - The **Criminal Investigations Section** includes a lead detective, general crimes detectives, a narcotics detective and a sexual crimes and child abuse detective. This Section is also responsible for Sex Offender Notification, Operation Stonegarden and Surveillance Technology.
- The **Patrol Division** is the largest division and a 24-hour operation staffed by four (4) patrol squads and a traffic unit. Police officers provide first responder calls for service.



05 THE POSITION

Reporting directly to the City Manager, the Chief of Police leads the Eloy Police Department and ensures EPD provides exceptional police services that enhance the quality of life for those who live, work, and visit the City of Eloy.

The Chief of Police provides leadership, direction, and guidance in police strategies and priorities that align with the city's overarching goals and objectives. The Chief will focus efforts on recruiting and retaining quality employees, internal accountability, and collaboration with internal staff, city departments, and external non-profits and service providers to address issues related to crime and traffic issues.



The mission of the Eloy Police Department is to improve the quality of life by reducing the fear and incidence of crime, to recognize and resolve problems, and to fulfill the public safety needs of the citizens of Eloy.

06. IDEAL CANDIDATE

The Chief of Police must be an experienced law enforcement executive who instills confidence and earns the trust of both sworn and civilian employees and the community at large.

The Chief will have an exceptional career history implementing modern policing strategies and a stellar reputation for being open-minded, respectful of different viewpoints, collaborative, and forward-thinking while also possessing the courage to confront modern-day police challenges with humility, diplomacy, and grace. The Chief will be expected to unite stakeholders and quickly identify public safety issues, develop solutions, and implement changes collaboratively with the police officers, police leadership, community stakeholders, other police partners, and city leadership.

The Chief will prioritize collaboration across government agencies, non-government organizations, the business community, faith leaders, and other community organizations. The Chief will build trust and confidence inside and outside the Department by delivering robust officer wellness and youth intervention programs, actively participating in community events, and deploying policing strategies that promote continuous engagement with the community at all levels of the organization.

The Chief of Police will set and communicate clear goals and strategic objectives for EPD to reduce crime and enhance traffic and school safety. The Chief will maintain high standards for transparency and procedural justice inside and outside the Department, understanding that transparency, openness, and fairness are the foundation for building trust and legitimacy inside the Department and the community.

The next Chief will be a skilled communicator capable of delivering complex and often politically sensitive messages to diverse audiences. The top candidate will be an individual who leads by example and has high integrity and ethics. The ideal Chief is patient, thoughtful, respectful, and honest. The Chief will promote diversity and inclusion while demanding excellence and holding everyone accountable. By building upon the Department's past successes and embarking on new endeavors, the next Chief has a unique opportunity to experience a long and rewarding career as one of Eloy's most influential community leaders.



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PASS ELOY'S FINEST



07. QUALIFICATIONS

Education: Candidates must have a Bachelor's Degree in Criminal Justice or a related field and seven (7) years of command-level law enforcement experience OR an equivalent combination of education and experience. A Master's Degree in Business or Public Administration is preferred.

Executive Leadership Training: Advance training from the FBI National Academy, PERF's Senior Management Institute for Police, Southern Police Institute's Command Officers and/or Administrative Officers Course, Northwestern Center for Public Safety Police Staff and Command School, or Police Executive Leadership College is considered a plus.

Special Requirements

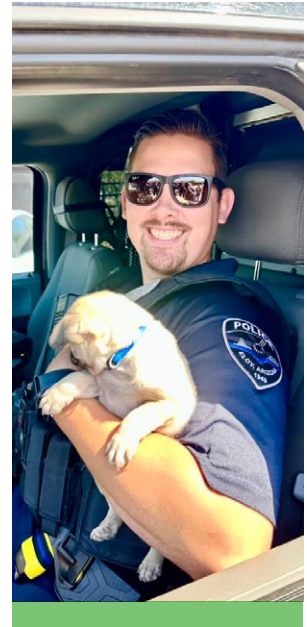
- Arizona Peace Officer Standards and Training (POST) certification is required at the time of hire or must be obtained within one year of hire.
- Must possess a State of Arizona Driver's license.

COMPENSATION AND BENEFITS

The salary range for the Chief of Police is up to \$179,259 annually, and placement will be based on qualifications and professional achievements. In addition, the position offers excellent benefits, which include Medical, Dental, EAP, Life, Short-Term Disability Supplemental, Vision, and Voluntary Life Benefits. The City of Eloy also participates in the Public Safety Personnel Retirement System for the State of Arizona. Benefit information can be viewed on the City's website at www.elayaz.gov.

NOMINATION AND APPLICATION PROCEDURES

08.



APPLY TODAY!

This is a confidential process. Candidates are strongly encouraged to apply by May 24, 2024. Electronic submittals should include a compelling cover letter, comprehensive resume, and list of five (5) references submitted to apply@publicsectorsearch.com.

Only a select group of candidates will be invited to participate in the selection process. After the selection process, an offer contingent on a detailed background investigation will follow. Ideally, the new police chief will be appointed in June 2024 or on a mutually agreed-upon date. Confidential inquiries and questions regarding this career opportunity should be directed to Public Sector Search & Consulting, Inc.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

916.789.9990

www.publicsectorsearch.com

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