



**DEPUTY
CHIEF OF
POLICE**



THE COMMUNITY

Anaheim is a dynamic and diverse community at the heart of Orange County, offering an exceptional quality of life for residents and employees alike. Known worldwide as a premier destination, Anaheim blends economic opportunity, cultural richness, and family-friendly neighborhoods into one vibrant city. Anaheim is home to approximately 350,000 residents and continues to grow as a hub for tourism with over 26 million visitors a year, heavily driven by the Disneyland Resort, the Anaheim Convention Center, Angel Stadium, and the Honda Center. The City's strategic location provides convenient access to major freeways, regional transit, and Southern California's top destinations, making commuting and connectivity seamless. In the years to come, Anaheim will continue experiencing significant tourism driven growth when it serves as a host city for the 2028 Olympics, as well as with key developments and expansions of the Disneyland Resort and the OC Vibe.

From historic districts to modern developments, Anaheim offers a wide range of housing choices to suit different lifestyles. Residents enjoy well-maintained parks, tree-lined streets, and a strong sense of community pride. Anaheim boasts a robust and diverse economy driven by tourism, healthcare, manufacturing, and emerging industries. The City supports entrepreneurship and job growth, creating opportunities for professionals across a variety of fields. With over 50 parks and a strong commitment to recreational programs, Anaheim promotes an active and healthy lifestyle. Residents and employees can enjoy sports facilities, walking trails, community centers, and year-round programming for all ages.

Anaheim offers a rich cultural landscape with performing arts venues, museums, festivals, and community events. From live entertainment to local art exhibits, there is always something happening to engage and inspire. The City is served by highly regarded school districts, higher education institutions, and extensive public services. Anaheim is committed to investing in education, workforce development, and community well-being.

Working for the City of Anaheim means being part of a forward-thinking organization dedicated to public service, innovation, and community engagement. Employees play a vital role in shaping a city that values inclusivity, sustainability, and opportunity for all. Discover a career where your work makes a meaningful impact. In Anaheim, you're not just building a career, you're helping build a community.



THE ORGANIZATION

The Anaheim Police Department, the largest police department in Orange County, is a professional, community-focused law enforcement agency dedicated to protecting life and property, while fostering trust and partnerships with the community. With a commitment to integrity, accountability, and service, the Department works proactively to ensure public safety and enhance quality of life throughout Anaheim.

The Department provides a full range of services, including patrol, investigations, traffic enforcement, and numerous specialized units, including Air Support, SWAT, Mounted Unit, Narcotics Enforcement, Gang Suppression, Forensics, and a Real Time Crime Center. Officers and professional staff work collaboratively to address community concerns and respond effectively to evolving public safety needs. Anaheim Police promote a culture of professionalism, teamwork, respect, and employee development, offering staff opportunities for training, advancement, and specialized assignments. Serving with the Anaheim Police Department means making a meaningful impact while upholding the highest standards of public service.

THE POSITION

The Deputy Chief of Police is a key executive leader responsible for directing, managing, and overseeing multiple bureaus and divisions within the Anaheim Police Department. This role ensures the effective delivery of law enforcement, crime prevention, and administrative support services that protect and serve Anaheim, preserve community trust, and set the standard for modern law enforcement. Reporting directly to the Chief of Police, the Deputy Chief plays a critical role in supporting the vision and direction of the Chief of Police, shaping departmental strategy, setting operational priorities, and aligning resources to meet the

evolving needs of the community.

The Deputy Chief provides day-to-day leadership and operational oversight for one of two department bureaus, with each bureau encompassing various divisions headed by Police Captains. Responsibilities include developing and implementing departmental goals, policies, and procedures; overseeing complex budgets; evaluating operational performance; and driving continuous improvement initiatives. The position also represents the Department in high-level interactions with City leadership, elected officials, labor union leadership, community stakeholders, and external agencies. In the absence of the Chief of Police, the Deputy Chief may serve as Acting Police Chief, assuming full leadership responsibility for the Police Department.

This role requires a balance of strategic vision and operational expertise, with a strong emphasis on professionalism, collaboration, innovation, and responsive public service. The Deputy Chief will have the opportunity to work alongside the Chief of Police in the strategic growth of the police department, the development of new police headquarters, and in the preparation for the 2028 Olympics.

THE IDEAL CANDIDATE

The City of Anaheim is seeking an accomplished and forward-thinking law enforcement executive with a demonstrated history of leading full-service and complex law enforcement organizations to serve as Deputy Chief of Police. The ideal candidate is a strategic leader who can navigate the challenges of modern policing while fostering a culture of professionalism, accountability, employee development, and community engagement. This individual brings deep experience in managing multiple divisions, developing organizational strategy, and implementing policies that enhance both operational effectiveness and community trust. They are skilled at building and leading high-performing teams, mentoring future leaders, and creating an inclusive and professional work environment.

The successful candidate will possess exceptional communication and interpersonal skills, with the ability to effectively engage with a wide range of stakeholders, including employees, community members, elected officials, and partner agencies. They are adept at handling sensitive and high-profile issues with sound judgment, discretion, and professionalism. Additionally, the ideal candidate demonstrates strong analytical and problem-solving abilities, with experience in budget management, resource allocation, and



data-driven decision-making. They are adaptable, innovative, and committed to continuous improvement, staying current with emerging trends and best practices in law enforcement.

Above all, the ideal candidate is dedicated to public service and committed to upholding the highest standards of professionalism, integrity, ethics, and leadership while serving the Anaheim community.

EDUCATION & EXPERIENCE

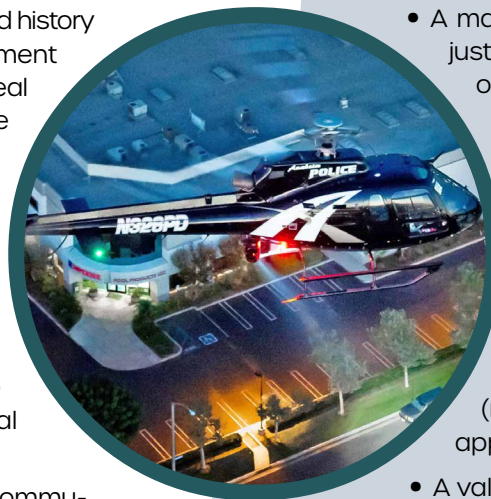
Candidates must have ten (10) years of progressively responsible law enforcement experience as a sworn officer with powers of arrest, including at least three (3) years in a senior management role within a comprehensive law enforcement agency.

A bachelor's degree from an accredited college or university in criminal justice, police science, business administration, public administration, or a related field is required.

Highly desirable qualifications include:

- A master's degree in criminal justice, public administration, or a related field
- Completion of executive-level law enforcement training such as POST Command College, FBI National Academy, or equivalent
- Possession of a P.O.S.T. Management Certificate (required by time of appointment)
- A valid driver's license

This combination of education and experience ensures the ability to effectively lead, manage, and advance the mission of a modern municipal police department.



COMPENSATION

The annual salary range for the Deputy Chief of Police is \$213,270 - \$319,904, with placement within the range dependent on qualifications and experience.

The City of Anaheim offers a comprehensive and competitive benefits package designed to support employees' health, financial security, and work-life balance:

Retirement - Retirement benefits are provided through the California Public Employees' Retirement System (CalPERS), with formulas based on appointment date and membership status, including 3% @ 50 for Classic CalPERS members.

Health & Flexible Benefits - The City offers a selection of medical plans through Kaiser Permanente and Blue Shield, with the City contributing toward premium costs. Dental coverage is available through DeltaCare USA and Delta Dental. Additional options include a Medical Opt-Out program and a Health Care Flexible Spending Account (FSA).

Paid Time Off -

- **Holidays:** 10 paid holidays annually and one floating holiday per year after January 1st.
- **Vacation:** Accrual of 4-9 hours per pay period based on years of service (available after 13 pay periods)
- **Sick Leave:** Accrues at 3 hours per pay period, with annual payout for excess balances over 175 hours
- **Administrative Leave:** 24 hours of administrative leave after January 1st

Work-Life Balance - The City supports flexible work arrangements, including a Remote Work policy allowing eligible employees to work remotely up to two days per pay period. Select departments may also offer alternative schedules such as 9/80 or 4/10 workweeks.

Additional Benefits - Bereavement Leave, Bilingual Pay, Computer Loan Program, Deferred Compensation (457) Plan, Employee Assistance Program, Executive Medical Exams, FSA Dependent Care, Life Insurance and AD&D, ScholarShare 529 Savings Plan, Short Term Disability, Tuition Reimbursement.

This well-rounded compensation package reflects the City of Anaheim's commitment to supporting its employees both professionally and personally.



TO APPLY

To be considered for this position, please submit your application at:

www.bobmurrayassoc.com

Filing Deadline:

11:59 p.m. PST on June 14, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & 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. Finalist interviews will be held with the City of Anaheim.

Candidates will be advised of the status of the recruitment following selection of the Deputy Chief of Police.

If you have any questions, please do not hesitate to call Mr. Jon Lewis at:

(916) 784-9080

