

City of Globe
Police Chief Recruitment Strategy Retreat
April 3, 2018

Call to Order.
Roll Call.

Present: Mayor Al Gameros, Councilman Freddy Rios; District 1, , Vice Mayor Mike Stapleton; District 4, Councilwoman Charlene Giles; District 5,
Absent/Excused: Councilman Mike Humphrey; District 2, Councilwoman Roberta Johnson; District 3, Councilman Lerry Alderman; District 6.

Pledge of Allegiance: Vice Mayor Stapleton

1. **NEW BUSINESS:**

A. Council Discussion regarding Police Chief Recruitment Strategy
(Paul Jepson)

The City of Globe is about to start the process of selecting a new permanent Police Chief and Staff would like to provide Council with the highest quality pool of eligible candidates. Staff would like to provide Council with a plan on how best to achieve this. The City will need a list of qualifications and preferences as to what we are looking for in a Police Chief. Council will meet in a retreat format to brainstorm and develop a list of requirements and preferences for the position. Staff will take this information and develop a recruitment document that contains the Council developed job description.

The City of Globe will post the Police Chief position for forty-five (45) days with the following organizations:

- ✓ Arizona Association of chiefs of Police (AACP) and International Association of Chiefs of Police (IACP)
- ✓ Arizona League of Cities and Towns
- ✓ International City/County Managers Association (ICMA)
- ✓ Indeed.com

Staff will conduct the initial screening to determine who meets the minimum qualifications. Council will see all applications privately and Staff will assemble a Screening Panel Key that will include; Key Staff, Members of Law Enforcement from other agencies, and three (3) members of Council. The Screening Panel will select and conduct initial interviews and will recommend three (3) to five (5) finalist.

All finalist will participate in the following:

- ✓ Meet and greet session with the public with feedback cards provided to Council in Executive Session
- ✓ Roundtable discussion with Globe PD Staff with feedback by two appointees in Executive Session
- ✓ Interview with Council in Executive Session with City Manager in attendance
- ✓ Council will then give staff direction to background check and negotiate a contract with top Council pick
- ✓ Council will then vote to approve contract in the next available public meeting

Mr. Jepson informed Council that the Job Posting will include the history of Globe, City Amenities and current information regarding the City including; population, department size, budget, form of City Government, the position is an at will position (hired and fired by Council) and supervised by the City Manager.

Council discussion resolved that the minimum requirements were to be:

- ✓ Eight (8) years w/degree and twelve (12) years without a degree as sworn officer with progressive experience with a Municipality or County
- ✓ Five (5) years in command position
- ✓ Four (4) year degree; Council will not require however preferred
- ✓ Arizona Driver's License
- ✓ Background check and drug screen
- ✓ AZ Post Certified
- ✓ Council also agreed that candidates will list the five (5) previous job positions held and their salary history.

Council agreed that "Highly Preferred" requirement would include:

- ✓ Residency within the region
- ✓ Master's Degree
- ✓ Community Involvement
- ✓ Officer Involvement
- ✓ Availability

Council developed a list of qualities, skills and abilities:

- ✓ Leadership and morale building
- ✓ Professionalism
- ✓ Humble Personality
- ✓ Leadership by example
- ✓ Integrity
- ✓ Honesty
- ✓ Community involvement and outreach
- ✓ Residency

- ✓ Team Builder
- ✓ Accountability
- ✓ Transparent communicator
- ✓ Promotes education and develops a succession plan
- ✓ Unifier; bring people together
- ✓ Physical fitness/performance
- ✓ Mentor
- ✓ Firm
- ✓ Transparent
- ✓ Professional/consistence and frugal

Council developed a list of Departmental Goals:

- ✓ Recruitment
- ✓ Retention – residency commitment
- ✓ Daily briefings with Officers, communication and transparency
- ✓ Hire Local
- ✓ Succession planning
- ✓ Community policing and communication
- ✓ Local Academy paid for by the City and partnerships w/College; Mesa Community and Scottsdale
- ✓ Officer in Schools in perception of 21 year requirement

Short term goals (0-5 years)

- ✓ Upgrade facilities
- ✓ Mandatory equipment
- ✓ Officer Safety
- ✓ Grant experience
- ✓ Collaborator builds regional partnerships
- ✓ Five (5) year budget priorities
- ✓ Police Audit
- ✓ Maintain economic viability

Long term goals (5 + years)

- ✓ Succession Plan
- ✓ Educational Environment
- ✓ Explorer Program (Civic)

Council developed a list of Community Goals:

- ✓ Walk the Beat
- ✓ Know the people, businesses and drug dealers

Council developed a list of things not wanted:

- ✓ Chain of command through the City Manager-don't by-pass
- ✓ Big-City ideans-don't bring in big city policy.

Council also wanted to add a requirement of providing the last five (5) years of what they have done to promote their own education to the application process.

Council agreed to table Salary and Benefit requirements until a full Council is present during Executive Session under contracts.

2. **ADJOURNMENT.**

I certify that forgoing are a true and correct copy of the meeting minutes of the April 3, 2018 Council Meeting of Police Chief Recruitment Strategies and that the meeting was duly called and a quorum of Council was present.



Shelly Salazar, CMC, City Clerk