



**POLICE CHIEF
CITY OF GLOBE, ARIZONA**

**Apply by:
May 25, 2018 (first review)**

Police Chief

The City of Globe is seeking experienced applicants for the position of Police Chief. The Police Chief oversees a \$2.9 million budget with a highly qualified staff.

The Chief must ensure the safety and well-being of the residents, implement policies and work methods that comply with federal, state and local laws, respond to community needs, and develop and maintain a highly competent team of law enforcement professionals.

Responsibilities include planning, directing and coordinating all aspects of the Police Department's operations and administration, providing leadership, budget oversight, and performing a variety of public relations activities with local business and community groups, along with other law enforcement agencies.

The Community

Globe has a colorful history, punctuated by mining discoveries. We were founded as a mining town in 1876 because of ample water and its attractive location for distribution of mining products. The city was incorporated in 1907. Our economic base is mining and ranching, both of which play a major factor in the city's economy.

Globe is located 87 miles east of Phoenix and 106 miles north of Tucson. The City of Globe acts as the county seat of Gila County and is located at the foot of the Pinal Mountains. At an elevation of 3500 ft., Globe offers an ideal year-round climate. Outdoor recreation opportunities include hiking, off-road driving, hunting, fishing and boating in the public lands surrounding Globe.

With a population of approximately 7500, it has a small town feel, where everyone seemingly knows everyone else.



The City of Globe Organization

The City of Globe operates under the Council-Manager form of government. The Council is made up of the Mayor, elected at large, and six Council members, each elected by districts. The Mayor and Council hire the City Manager to implement the policies and priorities of the City and oversee all day to day operations, under a combined budget of \$21 million annually.

Under City of Globe City Code, the Council approves the selection or removal of the Police Chief, but the Police Chief reports to and receives direction exclusively from the City Manager.

Globe Police Department

Mission: *“In partnership with the community, to make Globe a safe and healthy place to live and raise a family.”*

The Police Department for the City of Globe is a 24/7 operation that consists of the Chief, the Administrative Services Division, and the Operations Division. The Administrative Services Division consists of employees involved in records management and communications. The Operations Division consists of sworn officers and supervisors assigned to patrol, and criminal investigations. All of these activities are accomplished with a department budget of \$2.9 million for the year.

Currently there are 22 Police Department employees including three administrative employees.



Mayor, Council and City Manager Goals for the Police Chief

1. Build a model law enforcement agency viewed internally and externally as professional, enthusiastic, trustworthy and at the forefront of the police profession.
2. Promote a strong, transparent and inclusive leadership style that fosters a culture of respect and consistent accountability.
3. Display leadership through relationships, involvement and open communication with police rank and file, Council and community.
4. Understand the needs and the fabric of the City and adopt policing practices and strategies that will uphold the rules of law while building trust and resident “buy in”.
5. Uphold the highest ethics and personal characteristics to include self-awareness and compassion while leading by example.
6. Mentor and empower both sworn and administrative members of the department to build a valued and loyal team of professionals.
7. Create partnerships with local high schools and the community college for early development of local candidates for potential officers.
8. Provide innovative leadership while operating the department with a modest budget and provide a safe environment for the citizens of Globe.
9. Seek out long-term solutions for challenges in staffing, equipment and site infrastructure, through grants and regional partnerships.
10. Recapture the sense of pride of a 100 year old Police Department.



The Position

The new Chief of Police must have a commitment to fair, accountable, transparent and effective policing. The ideal candidate has a proven record of community engagement, professionalism and integrity.

In addition the candidate should have experience executing strategic plans, using problem-solving skills while overseeing police operations and staff development in a diverse community.

The selected individual needs to become a visible and charismatic leader with a genuine desire to become an active part of the community while building positive relationships with regional governments, businesses, and among all those that live, work and go to school in the City.

Residency of the City of Globe is strongly recommended and highly desired.

In addition to the minimum knowledge, skills, abilities and experience expected from all Chiefs of Police in rural municipalities in Arizona, our City's **minimum** requirements from qualified candidates also include the following:

- 12 years (or 8 years with bachelor's degree) of experience in police work, with 5 years of supervisory level management.
- A bachelor's degree is highly desired, a master's degree preferred.
- Completion of the FBI National Academy, Northwestern School of Police Staff and Command, Southern Police Institute Command, Advanced POLEX or similar law enforcement

executive level training, or an equivalent combination of education and experience.

- Ability to communicate effectively and professionally, both orally and in writing, and through presentations with employees, City Council, the general public, as well as governmental agency representatives.
- Must possess, or be able to obtain by time of hire, a valid State Driver's License without record of suspension or revocation in any state; ability to meet departmental physical standards; and have Arizona P.O.S.T. Certificate or ability to obtain one within sixty (60) days from the Date of Hire.
- Must be able to pass a physical exam confirming the ability to perform the duties of any officer.

Annual Starting Salary Range is \$86,350.00 to \$94,985.00 DOE.

Applications are available at City Hall, 150 N. Pine Street, Monday through Friday, 8:00 a.m. to 5:00 p.m., or on our website at www.globeaz.gov under job opportunities. Please submit three separate files in one email to ccolopy@globeaz.gov, include a completed City Employment Application, cover letter, and resume. Cover letter, resume and all other documents must be received by the City no later than **5:00 p.m. on Friday, May 25, 2018 for consideration in the first review.** EEO/AA/V/H

For additional information please contact Chris Collopy, HR Director, at 928-812-2194. (V2 4-16-18)



"Best Mexican Food in Arizona is in Globe"