

# INTERNATIONAL ASSOCIATION *of* CHIEFS OF POLICE

## IACP EXECUTIVE SEARCH

The City of Yuma, Arizona, is seeking applications for the position of Chief of Police. The successful candidate will be a superior communicator whose leadership, management, and strategic planning skills will continue to move the Yuma Police Department on the path of progressive delivery of police services.

### PRIMARY DUTIES AND RESPONSIBILITIES

- Plans, directs, controls and reviews all Police Department operations and procedures;
- Meets with and assists staff in making daily and strategic operational decisions;
- Reviews work assignments, mentors, coaches and evaluates performance of subordinates;
- Reviews reports submitted by subordinate staff and responds to related questions;
- Plans long term law enforcement and public safety programs, policies and procedures;
- Develops and maintains positive public relations with the local news media, local business owners, and citizens;
- Incorporates technological improvements and usage of those improvements into daily operations;
- Develops, strategically, a balanced vision and mission of department through thoughtful assessment of community conditions, changing societal influences, and fiscal solvency;
- Aligns department operations with other City departments, organizations and agencies;
- Advises City Administrator on community public safety and Police Department issues and problems;
- Reviews reports on current crime trends and recommends procedural changes for public safety;
- Investigates and responds to public complaints and implements changes to address public safety concerns;
- Responds to public safety calls for service and directs ongoing enforcement activities;
- Prepares department budget and provides ongoing fiscal oversight;
- Prepares or reviews budget reports and identifies budgetary issues or problems;
- Participates as an active member of the City's Executive Team and interacts with the Team in progressive management of the City;
- Attends City Council meetings and addresses City Council when requested.

### ABOUT THE YUMA POLICE DEPARTMENT

Established in 1914, the Yuma Police Department is a full-service police organization with an authorized workforce of 177 sworn officers, 92 civilians, and a \$25 million operating budget. The department prides itself on its modern facilities, new equipment, and state-of-the-art technology, including an industry-leading interoperable radio communications system and a new digital image management system. The YPD actively subscribes to the community policing and problem-oriented policing models of law enforcement. The City of Yuma operates under a council-manager government with approximately 950 full-time employees. The chief of police reports to the City Administrator.

The department is organized into two divisions: Field Services (Patrol and Investigations) and Support Services, each led by a captain. The Patrol Bureau consists of 106 patrol officers in nine squads, each reporting to one of 10 patrol sergeants, and four lieutenants. The Investigations Bureau is led by one lieutenant and five sergeants and staffed by 34 sworn officers and two ID technicians. The Support Services Division consists of three bureaus: Quality Assurance, Records & Technology, and Public Safety Communications. In 2007, YPD personnel responded to 87,797 calls for service, including 48,172 9-1-1 emergency calls. Yuma investigated 4,542 Part I offenses in 2007. YPD trains its officers through the Arizona Law Enforcement Academy (ALEA), an 18-week course at various locations in the state. Starting salary for certified officers is \$3,562.16 to \$4,987.06 monthly.

The mission of the Yuma Police Department is to enhance the quality of life in the City of Yuma by providing all people with responsive and professional police service with compassion and concern. To accomplish this mission, the Yuma Police Department will work in collaboration with the citizens of Yuma and within the framework of the United States Constitution to enforce the laws, preserve the peace, reduce fear, and provide for a safe environment.

### ABOUT YUMA, ARIZONA

Yuma is located in the heart of the Gila and Yuma Valleys of Southwestern Arizona where California, Arizona, and Mexico converge. Known as the city with sunshine 95% of the time, Yuma's climate mixes pure desert air with the cool waters of the Colorado and Gila Rivers, offering a year round vista of rugged mountains and green agricultural fields. Yuma is the largest city in the state outside of the metropolitan areas of Phoenix and Tucson. The incorporated area spans 110 square miles, houses over 92,000 full-time residents, and boasts a balanced, diverse, and progressive economy based on agriculture, tourism, and the military. Agriculture is the largest segment of Yuma's economy, contributing over \$1 billion annually. Tourism adds significantly to the economy. Yuma's unbeatable weather draws tens of thousands of winter visitors

each year. The military is also a dominant economic force with two bases located here: Marine Corps Air Station Yuma and the U.S. Army Yuma Proving Ground. Yuma is also the home of the Arizona Western College / Northern Arizona University-Yuma campus.

Located within three hours of both San Diego and Phoenix, Yuma offers an exceptional quality of life and diverse cultural and recreational opportunities. The historic downtown area offers a variety of boutiques, restaurants, shops, and businesses. Yuma is also located within close proximity to several recreational areas including Imperial Sand Dunes, Kofa National Wildlife Refuge, and Picacho State Recreation Area.

## **REQUIREMENTS**

Candidates must possess a bachelor's degree from an accredited college or university and a minimum of five years' law enforcement experience at the command level. The successful candidate must demonstrate the capacity for dealing effectively in a community representing diverse cultures, backgrounds, and experiences. Experience with labor relations is desired. A preferred qualification is evidence of continuing training and self-development such as graduation from the FBI National Academy, Southern Police Institute, or other police leadership development program. The selected candidate must possess applicable certification from Arizona Peace Officer Standards and Training Board or obtain such certification following appointment (including polygraph, background investigation, and drug test.) The Chief of Police will be required to live inside the city limits.

## **SALARY**

The annual salary range for this position is \$91,903.97 to \$128,666.72, with a competitive benefits package.

## **APPLICATION PROCESS**

The International Association of Chiefs of Police is assisting in the search process. Replies will be received until the position is filled. To apply, please submit a resume and a letter of interest to:

International Association of Chiefs of Police  
Yuma Police Department Chief Executive Search  
515 N. Washington St Alexandria, VA 22314  
Phone: 1-800-THE-IACP ext 237

Replies may be e-mailed to [search@theiacp.org](mailto:search@theiacp.org) or faxed to (703) 836-4544.

- You are receiving this e-mail as an IACP member. The message contains advertising. If you have any input you would like to provide about messages of this type please send an e-mail with your name and member number to [membership@theiacp.org](mailto:membership@theiacp.org).
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