



The City of Tempe is Seeking an ASSISTANT POLICE CHIEF

\$137,325 - \$183,329

Position Information

The purpose of this position is to actively manage and uphold the City's mission and values; to manage, direct and coordinate the activities of the Field Operations Command including Patrol, Criminal Investigations, Traffic Investigations, and special events or technical support functions of the Department including Communications, Detention, Records, Identification and Property; to coordinate Command activities with other divisions and departments; and to provide highly complex staff assistance to the Police Chief.

For a full job description please visit:

<https://www.tempe.gov/government/human-resources/careers/job-descriptions>

Qualifications

Minimum Qualifications

Requires five (5) years of supervisory experience in law enforcement, including two (2) years of experience at the rank of Commander or higher.

Bachelor's degree from an accredited college or university with major course work in criminal justice, public administration, or degree related to the core functions of this position.

A master's degree is preferred.

Preferred Qualifications

- Command level experience in a middle to large sized urban police organization.
- Graduate of the FBI National Academy or equivalent police command school.
- Experience implementing community policing and community engagement initiatives.
- Commitment to diversity, equity, and inclusion (DEI) and positive culture building.

Licenses/Certification

- Possession of a valid driver's license
- Possession of, or required to obtain within six (6) months of hire a certification by the Arizona Peace Officer Standards and Training Board (AZPOST).

Selection Criteria

Applicants whose experience and training most closely meet the needs of the city may be selected for further testing/interviews. Any misstatement, omission, or falsification during any stage of the selection/hiring process will make you ineligible for new or continued city employment.

The City of Tempe's practice is to release only the name of candidates who are considered finalists for a vacant position. Tempe believes that this practice is consistent with the most recent cases interpreting Arizona's public record laws.

How to Apply

TO APPLY GO TO [Tempe.gov/jobs](https://www.tempe.gov/jobs) AND SUBMIT A COMPLETED APPLICATION, COVER LETTER AND RESUME.

Questions:

Elva Rios-Chavez, Sr. Human Resources Analyst | 480-350-8289 | elva_rios-chavez@tempe.gov

Recruitment is open until
the position is filled.
The City is still accepting
and reviewing
applications.

Benefits:

- Minimum of 14 paid vacation days per year (depending upon length of service)
- 56 hours of executive leave
- 12 paid sick leave days per year
- 12 paid holidays per year
- Health, dental, life, and vision care coverage plans
- Wellness Program Discount on health premiums
- Up to \$6,000 per year tuition reimbursement
- Public Safety Retirement Personnel System
- Supplemental Retirement Plans through Nationwide; 457, 401K and Employer contribution

Tempe Police Department

With a people first focus, our workforce of approximately 512 employees and a budget of over \$103 million, the Police Department is comprised of three branches under the Office of the Chief: Field Operations; Investigations & Professional Standards; and Support Services.



Field Operations

Patrol, Gangs, Action Response Squad, Crime Prevention, Transit, Parks & Metro Operations including: Traffic Bikes, K-9, Mounted, Special Events and Threat Mitigation

Investigations & Professional Standards

Criminal Investigations including Persons & Property Crimes, Criminal Apprehension Surveillance Team, Internet Crimes Against Children, Computer Forensics, Forensic Services Unit.

Special Investigations including: Narcotics, US Marshal, DEA and HIDTA Task Forces, Explosive Ordinance Disposal and SWAT.

Professional Standards including: Recruiting, Hiring, Training, Detention, Internal Affairs.

Support Services

Communications, Records, Identification & Property, Office of Management Budget Research, Criminal Intelligence Center, Strategic Planning Analysis Research Center, Technical Services Unit.

Public Safety Advisory Task Force

The Tempe Public Safety Advisory Task Force is a group created by Tempe Mayor Corey Woods with the primary goal of building trust, accountability and dialogue between the community and the Tempe Police Department.

[Public Safety Advisory Task Force | City of Tempe, AZ](#)

Mission: *Our over-arching goal is to reduce harm and build trust in Tempe. We do this by focusing our efforts on efforts on one, many, or all of the 5 Key Initiatives*

Crime/Fear of Crime

Crime and fear of crime have a corrosive effect on individuals and communities. Our primary purpose as an organization is to work with members of our community to deliver effective strategies to reduce crime and the fear of crime in Tempe.

Traffic & Multimodal Safety

As a rapidly evolving and densely populated urban center. Tempe continues to experience increased traffic congestion. As the City pursues new and alternative modes of transportation, our role is to support engineering efforts linked to new and existing transportation infrastructure and to provide education and enforcement to increase traffic safety.

Community & Regional Engagement

Addressing crime and fear of crime require genuine collaboration with our community and law enforcement partners. Individually and collectively, we must build and maintain effective and mutually beneficial relationships with both community members and law enforcement partners to solve public safety problems in Tempe.

Strategic & Criminal Analysis & Intelligence

Quality information and actionable criminal intelligence are at the heart of sound decision making and effective problem solving. Reliable, timely and accurate data must be collected, analyzed, evaluated, and disseminated in a variety of forms and then consistently used to improve organizational outcomes.

Employee Development, Support & Resilience

People are the greatest asset to our agency. Ensuring that our employees are appropriately supported is essential to maintaining a ready, adaptive, and resilient work force. Supervisors are encouraged to lead by example and work collaboratively with their employees to build and implement development plans.

The Community

Tempe is one of Arizona's oldest communities, with roots dating back to the Hohokam. The City still has buildings from the late 1800s in its downtown. While enjoying dynamic growth, the city has maintained its unique personality and style through a careful and masterful blending of the new with the old. Respecting its heritage and energetically planning for the future, Tempe, is a wonderful mix of history and modern urban amenities.



Located in the center of the Greater Phoenix Metropolitan Area, Tempe covers approximately 40 square miles and is home to more than 192,000 residents and a workforce of more than 170,000. Tempe is also home to Arizona State University with a student population over 74,000. Tempe is surrounded by six freeways and is the only Arizona city to have border to border light rail. The majority of the Greater Phoenix Metropolitan Area can reach Tempe within 20 minutes.

Tempe is home to the nation's largest university – Arizona State University and the Tempe Town Lake – one of the most popular destinations in the state. Tempe is the spring training home to the Los Angeles Angels of Anaheim. Downtown Tempe offers the original walkable urban downtown district, representing a destination for the independently spirited, a hub for entertainment and an attractive market for entrepreneurial business. About 25,000 people work in downtown Tempe for companies such as Allstate Insurance, Amazon, LifeLock, Chase and Smith Barney. Major employers in the city include Insight Computer, Arizona State University (ASU), Wells Fargo, Edward Jones, and State Farm as well as an eclectic mix of small and locally owned businesses.

Tempe is among Arizona's most educated cities. More than 40 percent of our residents over the age of 25 have Bachelor's degrees or above. This lends itself to a creative, smart atmosphere where anything seems possible. People and businesses Tempe have worked on projects including the Mars Rover, implanted heart defibrillators, solar energy and much more.

The Culture

Tempe residents enjoy unsurpassed quality of life, including numerous annual events, such as the Rock n' Roll Marathon, Tour de Fat Bike Festival, Ironman Arizona and a Fourth of July Celebration that regularly draws more than 50,000 people. Residents also enjoy numerous recreational opportunities with over 50 parks offering miles of hiking trails and recreation space and over 215 miles of dedicated bike paths.

Residents appreciate Tempe's various cultural and art activities at its many venues that include Broadway shows at ASU Gammage, The Tempe Arts Festival, Spring Training Baseball and community performances at Tempe Center for the Arts. In addition to a number of museums, such as The Arizona Heritage Center at Papago Park, Nelson Fine Art Center, Tempe History Museum and many others.

