

City of Goodyear Police Commander

SALARY \$152,360.00 - \$186,998.00 Annually

LOCATION Goodyear, AZ

JOB TYPE Full-Time

JOB NUMBER FY2400161

DIVISION PD-Police Operations Division

DEPARTMENT Police Department

OPENING DATE 02/14/2024

CLOSING DATE 2/28/2024 5:00 PM Arizona

Job Description Summary

The Police Commander will report directly to the Deputy Chief or the Chief of Police dependent on the assignment. The position will command and administer the designated function of the Field Operations Bureau or the Support Services Bureau. The Police Commander will provide senior management and leadership to the police department precincts and bureaus comprised of multiple units, teams, and shifts. Additional duties include participating in the preparation of the budget by recommending personnel and capital needs for their assigned bureau; directing or personally investigating citizen complaints about Police personnel conduct and services; commanding the Police Department, when assigned as duty Commander, by organizing and directing personnel and equipment during major events or emergencies; interacting with community organizations and representing the Police Department on various committees and boards; coordinating activities with other law enforcement agencies; and participating in various Citywide projects and/or programs.

The ideal candidate will have a minimum of 15 years of experience as a law enforcement officer with working knowledge of the operations, services, and activities of a comprehensive municipal law enforcement program as well as the methods and techniques used in providing the full range of law enforcement and crime prevention services and activities; and have completed an advanced command level education program (i.e., FBINA program, Northwestern School of Command & Staff, etc.). Preference is given to applicants that have a thorough

knowledge of operations, services, and activities of a comprehensive municipal law enforcement program. A demonstrated knowledge and experience in managing the patrol function and/or criminal investigations. The successful candidate will be dynamic, open-minded, have excellent communication and interpersonal skills necessary to build positive working relationships and partnerships at all levels within the department, other city departments, and the entire community.

At the City of Goodyear, you will be a part of an organization that values its employees as its greatest asset. You will become part of a dedicated team of professionals that are committed to build and maintain a highly engaged workforce. You will be challenged to learn and grow in an environment that values employee development and career-building. You will thrive in a culture of innovation. We believe that successful employees are those that possess these six core values:

Adaptability - Integrity - Initiative - Empathy - Optimism – Innovation

Only a limited number of the most qualified applicants meeting the City's requirements will be invited for an interview. The examination process for this position will consist of a panel interview. **All communication regarding application status and interview notifications will be sent via email- please monitor your junk/spam email for communication as it will come from a system generated source.**

Essential Functions

- Promote police public relations by participating in media interviews, acting as a liaison for the police department with other law enforcement agencies, giving public presentations, serving on committees and task teams, and representing the Police Department in state and local police functions.
- Establishes direct liaison with members of the community for the purposes of improving police service and improving department community communications.
- Prepares and manages the budget by coordinating plans, development, and ongoing management of budget and expenditures and updating improvement plans.
- Supports policy development and compliance by ensuring policies are updated and distributed and conducting reviews of new and changed policies.

Requirements

- **Formal Education/Knowledge:** Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a bachelor's degree or equivalent.
- **Experience:** Minimum of 10 years of law enforcement experience or equivalent and a minimum of three years' experience as a Police Lieutenant or equivalent position or higher.
- **Certifications and Other Requirements:** Valid Arizona Operator's Driver's License, Arizona Peace Officer Standards and Training (AZPOST) Certificate in good standing.

- **Reading:** Work requires the ability to read and analyze technical reports, statistics, research material and police reports.
- **Math:** Work requires the ability to perform general math calculations such as addition, subtraction, multiplication, and division and determine percentage.
- **Writing:** Work requires the ability to write general correspondence, reports, performance appraisals, budget justifications, letters, disciplinary documents, policies, and procedures.
- **Leadership/Managerial:** Work requires leading, managing and monitoring work performance of a department including evaluating programs, work objectives and effectiveness, establishing broad organizational goals and realigning work and staffing assignments for the department.
- **Budget Responsibility:** The employee oversees budget preparation of bureau budget and reviews and approves expenditures of significant budgeted funds for the bureau and may research and prepare recommendations for city-wide budget expenditures.
- **Complexity:** Work involves choices of action within limits set by standard practices and procedures. Professional judgment is required to apply the proper course of action.
- **Interpersonal/Human Relations Skills:** The employee(s) in this position contacts others within the organization. This may involve similar work units or departments within the city which may be involved in decision making or providing approval or decision-making authority for purchases or projects. In addition, these employees work with individuals outside the city who may belong to professional or peer organizations. Working with various state and federal agencies may also be required of the employee. Vendors and suppliers may also be called upon for information on purchases, supplies or products. Meetings and discussions may be conducted with customers, brokers, and sales representatives.

12 Month Objectives

12-Month Objectives

Successfully integrate within the department

Develop a strong working relationship with Office of the Chief and with the other departments in the City.

Become familiar with staff, workload assignments and processes.

Become familiar with and actively support process improvements and technology needs in all aspects of the department.

Develop and enhance department wide reporting of statistical information in a manner that is easily accessed, understood and actionable.

Oversee development and allocation of assigned budget.

Work with Office of the Chief staff on development of department strategic plan.

Become familiar with department CIP processes and ongoing projects.

Coach/mentor direct and indirect reports and monitor ongoing achievement of performance goals.

Set clear, actionable goals and expectations that align with organizational vision, mission, and strategy

Champion the culture

Engage employees to maximize individual contribution to drive organizational success

Promote employee wellbeing by encouraging participation in wellness and safety programs

Welcome employee involvement in decision-making and listen to employee opinions

