



City of Phoenix



Police Chief

Phoenix, AZ

THE OPPORTUNITY

The City of Phoenix seeks highly qualified applicants to be its next Police Chief. Applicants must be committed to professional, ethical, and accountable policing, and have extensive experience implementing contemporary policing principles and professional best practices.

The person chosen for this position must be able to inspire the confidence and trust of the City's diverse communities and the department's staff of more than 1,300 professional staff and 2,500 police officers, which is anticipated to grow to 3,125 sworn positions as authorized by the budget. The successful candidate will be able to form and lead strong, effective teams; develop efficient administrative processes that support the organization's mission; grow and strengthen the agency; delegate responsibility; solve problems quickly; communicate clearly; and be committed to continuous organizational improvement — all while never losing sight of the ultimate goal: to deliver exceptional police service; to work collaboratively with our community and our employees as a unified team to foster the highest level of trust and safety; and to value, support, and invest in our employees.


THE CITY

Over 1.7 million people call Phoenix home, where sunshine and opportunities are endless! Phoenix is the fifth largest city in the United States and provides a rich culture and an abundance of attractions for both residents and visitors, including museums, nature parks, restaurants, and a vast network of arts, entertainment, sports, recreational, and educational amenities. Phoenix and the surrounding areas are home to several major professional sports teams, including the Arizona Diamondbacks (MLB), Phoenix Suns (NBA), Phoenix Mercury (WNBA), Arizona Cardinals (NFL), and the site of MLB's spring training for the Cactus League.


Phoenix also has one of the fastest growing job markets, with strength in technology, manufacturing, bioscience research, and advanced business services. The City has high-quality public schools, community colleges, and universities. Phoenix offers outstanding weather, a vibrant lifestyle, and is within hours of several premier leisure destinations, making it a great place to do business but an even better place to live.




CITY GOVERNMENT STRUCTURE



The City of Phoenix is a full-service city and the largest in the United States with a Council-Manager form of government. There are approximately 14,500 full-time city employees, including seven employee unions and associations, and a total city budget of \$7.2 billion, featuring enterprise, special revenue, and general funds. The Phoenix City Council is comprised of a Mayor and 8 council members. Each Council member is elected by the people of their district to a four-year term. The Mayor is elected at-large. The City Manager is appointed by the Mayor and City Council and is responsible for the city's day-to-day management and operations, including overseeing more than 30 departments and managing the City's finances and budget.



Phoenix strives to improve its residents' quality of life through efficient delivery of outstanding public services. Its vision statement — “We will make Phoenix a great place to live, work, and visit by fostering a dynamic and sustainable environment with exceptional public services” — continues to define the city and stimulate its growth and development. The City of Phoenix places a high value on its employees, striving to lead the local market in employee compensation and benefits, honoring all cultures and lifestyles, operating innovatively and creating a workplace that focuses on excellent service to both its community and its employees.



*It is an exciting time to work for the City of Phoenix! On November 7, 2023, Phoenix voters passed the city council-approved \$500 million General Obligation (GO) bond program. This GO bond program will help to fund critical infrastructure and rehabilitation needs of city facilities, such as parks, libraries, fire and police stations, affordable housing, streets, and storm drains. **[Click here to learn more about the programs funded by this GO bond.](#)***



THE PHOENIX POLICE DEPARTMENT

The Phoenix Police Department is the largest police agency in Arizona, with over 2,500 officers and 1,300 professional staff. The operating budget for FY 2024/25 is \$981 million. In addition to the Chief, department leadership includes two Executive Assistant Chiefs, who oversee the Operations Section and the Administration, Accountability, and Transparency Section, and six Assistant Chiefs. Patrol operations fall within the Operations Section and are distributed among seven precincts.



POSITION OVERVIEW

The City of Phoenix is seeking a dynamic and visionary leader to serve as the next Chief of Police. This position offers a unique opportunity to further develop a culture of continuous improvement. The Phoenix Police Department is committed to constitutional and effective policing using evidence-based, innovative public safety strategies that build community trust in the organization. The next Police Chief has an opportunity to lead that ongoing organizational transformation and improvement.

An important element of this position will be leading the Police Department through the next phase following the Department of Justice investigation. On August 5, 2021, DOJ's Civil Rights Division opened a "pattern or practice" investigation of the Phoenix Police Department. In January 2024, the City of Phoenix issued a report to DOJ, titled [The Road to Reform](#), to present "information on the various ways in which Phoenix and the PPD have proactively launched an extraordinary wave of reforms, the scope of which may well be unsurpassed in the 30 years of the DOJ's pattern-or-practice program." DOJ issued [its findings](#) on June 13, 2024, and the City is in discussion with DOJ about next steps. Regardless of what happens with the DOJ, the City of Phoenix is committed to continuous improvement and is actively developing a plan to illustrate how it intends to continue to improve public safety.



Characteristics of the Ideal Candidate

The next Police Chief must possess:

- Demonstrated success at advancing the culture of a large, complex public safety organization through a focus on clear communication, transparency, accountability, integrity, service, and excellence.
- A proven ability to collaboratively develop and implement evidence-based, community-focused strategies that improve public safety in multicultural communities. In particular, candidates should embrace procedural justice practices, de-escalation, trauma-informed policing, and alternative public safety response programs.
- The passion, skills, and cultural competency for building strong, long-lasting relationships of trust, mutual understanding, and accountability with other city officials, diverse communities, police officers, professional staff, the business community, and local and regional public safety partners.
- Proven experience leading and inspiring a multigenerational workforce.
- The ability to prioritize clear communication with members of the community, sworn and professional members of the police department, and elected officials.
- A history of maximizing talent and developing future leaders at all ranks, including both uniformed and professional members of the police department. A commitment to building and empowering a diverse staff and leadership team.
- Experience improving retention rates and recruiting the next generation of police officers.
- A commitment to collaborate with other city entities, including the Office of Accountability and Transparency (OAT) and the Civilian Review Board, to pursue accountability, transparency, and other reform goals for the police department.
- An openness to new information and different perspectives to consider new solutions that build trust and address persistent public safety problems.
- A track record of effective budget and labor relations management.

The Police Chief is appointed by the City Manager and reports directly to the Assistant City Manager.

Education and Experience

This position requires a bachelor's degree and progressively responsible experience in modern police work in a variety of police functions, including a minimum of five years of major command responsibilities. The city will consider candidates with an equivalent combination of education and experience, provided they have the necessary knowledge, skills, and abilities to perform the job. Additional specialized education, such as the Senior Management Institute for Police (SMIP) or the FBI National Academy, is desirable.

The chosen candidate must possess current AZPOST certification or have the ability to obtain certification within one year of hire, and will be required to reside within Phoenix city limits within 24 months after the date of hire. The successful candidate will be subject to a thorough background investigation.

Compensation and Benefits

Salary is up to \$303,000 annually and will be commensurate with the qualifications and experience of the successful candidate. The city contributes 9% of salary into 457/401(a) plans with no matching required and offers a comprehensive executive benefits package. For more details, view the police executive benefits guide [here](#).





Application Process and Recruitment Schedule

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of five work-related references by **Monday, January 27, 2025** to: PhoenixPC@policeforum.org.

The Police Executive Research Forum (PERF) is assisting with this process. Any questions should be directed to: Rebecca Neuburger, rcneuburger@gmail.com, (202)997-6287 or Antoinette Tull, antoinette@hurtlellc.com, (804)640-0323.



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