

City of Sedona



invites your interest for the position of

Chief of Police



THE POSITION

The Chief of Police reports to the City Manager and serves as a key member of the City's Leadership Team. This position leads a team including one commander, one lieutenant, five sergeants, police officers, detectives, dispatchers, records clerk, administrative assistant, animal control officer, community services aides, and police volunteers. Together they comprise a proud and professional force that works diligently to provide professional police services in partnership with the community. By employing its community policing/problem-solving philosophy, the department strives to work with residents, businesses, and all stakeholders to maintain community viability. The department is a progressive, innovative, and community-oriented policing agency committed to ensuring the City's exceptional quality of life.



The City is seeking a strong, hands-on leader with solid ethics and integrity who has the ability to focus on teamwork, respond timely to staffing requirements, and implement organizational development and modern police tactics. The Chief will be positive, energetic, and capable of working in a collaborative manner. It is expected that the new Chief will have strong communication skills, utilize community policing, provide solid leadership, and have a personality style that is comfortable in a small community.

The next Chief will be a strong leader and an outstanding administrator. The Chief will be team oriented, work with an open door, relate well to the rank and file, and lead by example. The Chief will provide consistent communication with and outreach to all City communities, promote citizen involvement and promote a successful relationship with the schools.

The Chief will also walk the talk by demonstrating key personal traits which include being respectful and sensitive in dealing with a diverse community and staff, honest, trustworthy, ethical, straightforward, apolitical, yet politically savvy, approachable and accessible, and an active listener. The Chief's passion for police work in service to the community will be a hallmark of his/her daily endeavors.

EDUCATION AND EXPERIENCE

A Bachelors degree from an accredited college or university with major coursework in police science, criminal justice, public administration, or a related field. Ten years of broad and extensive law enforcement experience including five or more years as chief or equivalent to assistant chief; training certifications in leadership and/or organization development; knowledge of modern policing practices and principles; graduation from the FBI National Academy; technical and administrative phases of crime prevention and law enforcement, including investigation and identification, patrol, traffic control, juvenile delinquency control, record-keeping, and care and custody of persons and property; laws, ordinances and regulations affecting the work of the department; or similar advanced training is preferred or any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

Must possess or be capable of obtaining an Arizona police officer certification. Candidate should possess strong administrative, financial, operational, and organizational skills, along with solid public relations/community policing experience.

PERSONALITY AND MANAGEMENT STYLE

- High integrity and solid character; honest and direct
- Displays a leadership presence; holds self and others accountable for the success of the department and the organization
- Displays a high degree of political sophistication
- Willingness to provide hands-on support to the department
- Being a collaborative member of the leadership team and community teams
- Excellent customer service, both internal and external
- Passion for the Sedona community and police service
- Superior communicator who can quickly cultivate and maintain trust and confidence with a variety of audiences, including the City Manager, City Council, peers, subordinates and citizens
- Ability to present complex information and subject matter in a format that is concise and understandable

UNIQUE OPPORTUNITY

The red rock area of Arizona is widely considered one of the most beautiful places in the world. The steadily growing and dynamic community of Sedona seeks an experienced, collaborative, service oriented professional to serve as the Chief of Police. The ideal candidate should be an effective mentor and leader and have a track record of setting a positive example of competence, professionalism, trust, energy, and strong work ethic.

This position affords a seasoned professional the chance to join the City's executive leadership team with a focus on helping shape the best possible future for the citizens of one of Arizona's most premiere and beautiful cities.



The year round population of Sedona is approximately 11,000 residents, while the seasonal/visitor population often doubles that number on a regular basis.

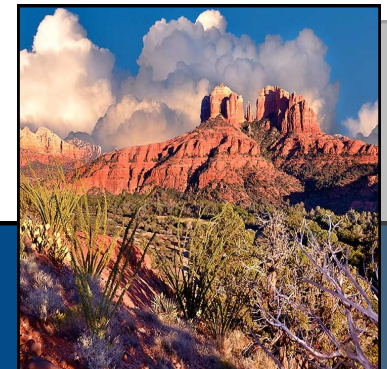
The City is almost nineteen square miles in size, with 51% being owned by private landowners and the rest belonging to the Coconino National Forest.

Sedona has something for everyone: world class resorts to small family-run motels, multitudes of spectacular hiking trails, fine restaurants, excellent schools, film festivals, concerts, outstanding shops and diverse art galleries.

The beauty and climate of the area (now encouraging a new and growing viticulture industry) makes sightseeing and hiking, golf, tennis, horseback riding, and off-roading year-round activities.

Statistically, the City has low crime rates and has been rated the 9th safest city in the state. Sedona also enjoys an engaged community, with many residents volunteering their time in a variety of ways.

During holidays, weekends, or special events, the City experiences high traffic due to visiting tourists.



THE COMMUNITY

Sedona is approximately one and a half hours north of Phoenix in Yavapai and Coconino Counties. Originally founded in 1902, the City was incorporated in 1988 and is one of the premier tourism, recreation, retirement, viticulture and art centers.

Its history is that of a rural community which such a beauty that Sedona became known through the motion picture industry through many classic films, commercials, and television shows.

Located in the high southwestern desert under the rim of the Colorado Plateau at an elevation of 4,500 feet, Sedona is blessed with four mild seasons, and plenty of sunshine and clean air.

*The City of Sedona is the
9th safest city in the state of Arizona.*

— FBI Uniform Crime Reports

THE ORGANIZATION

The City of Sedona operates under the Manager-Council form of government with six Council Members and one elected Mayor. The Council appoints the City Manager, who is responsible for carrying out policy enacted by the Council, overseeing administration



of the City, and maintaining inter-governmental relationships.

Sedona currently has a staff of 125 full-time equivalent employees and the 2016 total budget is approximately \$38 million.

City departments include the City Manager, City Attorney, City Clerk, Community Development, Public Works, Finance, Human Resources, Information Technology, Magistrate Court, Parks and Recreation, Police, and Wastewater (special districts provide fire services and water). The City has an “A” underlying rating from Standard and Poor’s Rating Services on its most recent bond issuance.

The City has no property tax and relies on sales and lodging tax revenues to support its operations. The City has come out of the recession with a reduced workforce, smaller budget, and excellent reserves.

The 2016 budget reflects a commitment to maintaining core services and a continuing mindset of identifying cost-saving efficiencies and adding resources only in the most critical areas.



CULTURE

Numerous cultural events are hosted annually in the Sedona area. These events are varied and have something for everyone.

- The Great Sedona Chili Cook-off
- 1st Fridays in the Galleries
- Sedona Mountain Bike Festival
- Sedona Yoga Festival
- International Film Festival
- National Day of the Cowboy
- Red Rocks Oktoberfest
- Sedona WineFest
- Sedona Marathon Event
- Winter Music Festival
- Celebration of Spring
- Sedona Arts Festival
- Fiesta del Tlaquepaque
- Sedona Verde Valley Open Studios Tour
- Red Rocks Music Festival □



The perfect destination should seem exotic yet feel like coming home. That is the very definition of Sedona, a small town blessed with an abundance of scenic beauty.

Come experience it for yourself.

COMPENSATION AND BENEFITS

The full salary range for the Chief of Police position is \$91,087.00 – \$124,717.00.

The City of Sedona offers a competitive benefit package that includes:

- Public Safety Personnel Retirement System
- 100% City-paid health, dental and vision coverage for employee
- Substantial contributions to health, dental and vision coverage for dependents
- City provided \$50,000 group term life insurance
- Short-term disability
- Ninety-six hours of PTO time
- Generous vacation accrual rates
- Eleven paid holidays
- Deferred compensation – Optional IRS 457 plans
- Wellness programs
- Relocation assistance



APPLICATION AND SELECTION

To be considered for this exceptional career opportunity, submit your résumé, cover letter, AZ POST Personal History Form, a list of six work-related references (who will not be contacted without prior notice) and current salary by August 1, 2016.

Your résumé should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please submit your materials electronically as one file to HumanResources@SedonaAZ.gov.

The city will select candidates to participate in an interview process in Sedona within weeks of the closing date. This recruitment is open until filled.

Deadline to Apply: August 1, 2016

Preliminary interviews: Week of September 8, 2016

Finalist in-person interviews: Week of September 29, 2016

All dates are approximate.

Tel: 928-203-5189 • **Fax:** 928-282-1394

E-mail: HumanResources@SedonaAZ.gov

Website: www.SedonaAZ.gov

