

A NATIONAL SEARCH

is underway for a new Police Chief.

Town of Payson, AZ



CHIEF OF POLICE



THE TOWN OF
PAYSON, ARIZONA

A RARE & REWARDING
OPPORTUNITY

01.



The Town of Payson, one of Arizona's most desirable communities, is conducting a national search for its next Police Chief.

Over the past 40 years, only four Chiefs have had the honor of leading the Payson Police Department. The current Chief, Donald Engler, is retiring after leading the Department with distinction for 12 years. Chief Engler's retirement opens a rare opportunity for an accomplished professional to lead an exceptional organization well into the 21st century.

The most desirable candidates will have a track record of promoting community-oriented policing, collaborating with stakeholders, and building trust and comradery within a police organization.

By expanding upon the Department's past successes and embarking on new endeavors, the next Chief has a unique opportunity to experience a long and rewarding career as one of Payson's most influential community leaders.



GOVERNMENT 02.

The Town of Payson operates under a council-manager form of government. The seven-member Town Council is comprised of the Mayor, who is elected for a two-year term, and six Councilmembers who are elected to four-year staggered terms.

The Mayor is elected at-large separately from the Councilmembers. The Town Council appoints the Town Manager and Town Attorney, while the Town Manager appoints the Police Chief and other at-will department heads, with approval of the Town Council.

Payson is a full-service town organized into 11 departments including Administration, Finance/HR, Police, Fire, Public Works, Water Utility, Parks, Recreation & Tourism, Library, Airport, Legal and Community Development. The Town operates with a 2018-19 general fund budget that is approximately \$18 million.

COMMUNITY 03.

The Town of Payson is surrounded by the spectacular Tonto National Forest and nestled among the majestic mountains of the Mogollon Rim, a 7,000-foot escarpment that extends 200 miles. This central Arizona community is located at the intersection of State Routes 87 and 260, approximately 90 miles north of the Phoenix metropolitan area and 90 miles south of Flagstaff.

At an elevation of 5,000 feet, Payson enjoys a mild, four-season climate that is perfect for year-round outdoor recreation and exploration. With access to waterways and hundreds of miles of trails, residents and visitors can experience cross-country skiing, hiking, biking, fishing, hunting, and many other activities.

Payson is home to 15,520 residents and encompasses an area of 20.5 square miles. It is a popular destination for retirees and residents of the Phoenix valley and elsewhere who have purchased vacation homes here.

The Town of Payson values its collaboration with public, private, and non-profit organizations for the benefit of the entire community, and it expects to enhance those partnerships in the future. The new Chief will join in that endeavor.

Payson enjoys a low crime rate and an exceptional quality of life. The Town Council is implementing public policies that support new opportunities for economic development and responsible growth. However, as with many communities, Payson is experiencing the problems associated with its homeless population, including mental health challenges, substance abuse and addiction. The new Chief will play a key role in addressing these emerging societal issues.





THE POLICE DEPARTMENT 04.

The Payson Police Department has a \$5.1 million budget, which provides funding for 51.5 full time positions. The Department's operational areas include Administration, Patrol, Communications, Criminal Investigations, Special Enforcement, Special Response Team, and Support Services.

The Department is currently staffed with 45 employees, including 26 sworn personnel and 17 professional staff. Sworn staffing currently consists of the Chief, one Lieutenant, four Sergeants, four Detectives, and 16 Police Officers. The professional staff is comprised of 10 Dispatchers along with Records, Property, and Animal Services personnel. The Department is supported by a robust community volunteer program who are deeply engaged in the community.



The surrounding Tonto National Forest is a major recreational draw for outdoor enthusiasts, hosting the world's largest stand of ponderosa pine trees.

THE IDEAL CANDIDATE 05.

The Town of Payson is seeking an accomplished professional who is experienced in all aspects of police operations, including patrol, criminal investigation, administration, personnel matters, and emergency management.



INNOVATIVE LEADER

The new Chief will be inspiring and visionary. He or she will have a demonstrated track record of embracing community policing and will understand the complexities of living and policing in a small, rural community.

The Chief will be responsive, accessible, and visible in the community. He or she will accept challenges head-on and work in partnership with stakeholders to find solutions that benefit the people of Payson.

HIGHLY PRINCIPLED

The ideal candidate will have a reputation of impeccable character and will lead by example in the department and in the community. He or she will ensure that performance and conduct standards are clear and applied equitably within the ranks, while promoting a culture of professionalism, maturity, and fairness throughout the organization.

The new Chief will engender a work environment that values the individual and collective contributions of the workforce while advancing a policing philosophy rooted in earning the public's trust and providing unparalleled service. Under the new Chief's leadership, the workplace will be attractive to prospective new hires, inspire longevity among current employees, and offer professional development and enrichment opportunities for the entire team.



STRATEGIC DIRECTOR

The selected candidate will quickly transition to his or her new role and swiftly develop a vision for the department's future. He or she will collaborate to create and adopt an effective strategic plan that embraces best practices and the pillars of 21st century policing.



ALTRUISTIC MINDED

The new Chief will be sensitive to the needs of Payson's diverse community, including a growing retired and senior population who are increasingly vulnerable to fraud and financial crimes. He or she will ensure that laws are enforced fairly and equitably, without favoritism or bias. The new Chief will also seek opportunities to leverage resources by developing new partnerships with allied law enforcement agencies and other organizations.



TRUSTWORTHY PUBLIC INTEREST

The new Chief will be transparent within the department as well as the community and with news media. He or she will recognize that building and maintaining public trust are essential elements of a successful police organization and will ensure that appropriate information is communicated to the public quickly and openly.

QUALIFICATIONS06.

Public Sector Search & Consulting will assist the Town Manager in the screening process to determine the appropriate match of professional experience and education. Each candidate will be required to present his/her own career history and credentials to highlight their accomplishments and ability to lead this organization.



EDUCATION

A Bachelor’s degree in a related field is required; a Master’s degree is preferred. Completion of an advanced training program, such as the FBI National Academy or a similar program, is highly desirable.

CERTIFICATION REQUIRED

Must possess, or be able to obtain by time of hire, a valid Arizona Driver’s License; The selected candidate must be a certified officer through Arizona Peace Officer Standard and Training Board (AZPOST), or have the ability to obtain a waiver. Out-of-state candidates should review the waiver process (See <https://post.az.gov/certification-process/waiver-process>).

RESIDENCY

The selected candidate is required to reside within a 20-mile radius of the intersection of Highway 260 and Highway 87; residence within the Payson town limits is strongly preferred.

EXPERIENCE

Applicants will have:

- ◆ Five (5) years of experience in modern police work which has afforded progressively responsible experience in a variety of police functions including major command responsibilities; preferably at the local level;
- ◆ Seven (7) years of work experience as a fully commissioned police officer, of which three (3) years shall have been in a supervisory position or two (2) years in a command position.
- ◆ Proven experience developing and implementing strategies that have led to comprehensive organizational development and improvement is desirable.



COMPENSATION & BENEFITS07.

The annual salary for this “at-will” executive position ranges up to \$123,635 and is currently under review.

RETIREMENT

The Town of Payson participates in the Arizona Public Safety Personnel Retirement System.

HOLIDAYS

10 paid holidays per year.

PERSONAL DAYS

Management positions accrue 24 hours of personal leave per year.

PAID TIME OFF

Full time general positions accrue 156 hours of paid time off per year for the first 2 years of service. Accrual rates increase with years of service.

HEALTH INSURANCE

Eligible for employee/employer cost shared medical, dental, vision, and life insurance benefits.

Additional employee-paid life insurance, AD&D, short- and long-term disability benefits are also available.

Further details on compensation and benefits, including available recruitment incentives, may be obtained through Public Sector Search & Consulting, Inc.

Graced with
spectacular
natural beauty,
Payson is
located between
the Sierra
Ancha and
the Mazatzal
Mountain
Ranges.



APPLY TODAY!

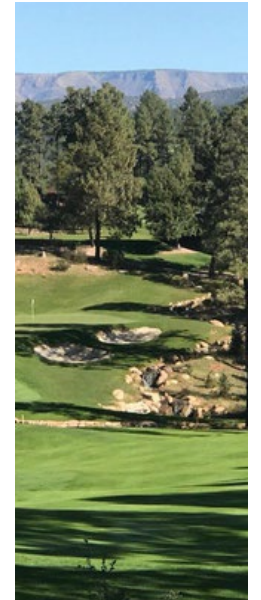
Candidates are strongly encouraged to apply by April 15, 2019. This is a confidential process and will be handled accordingly throughout the various stages of the search and selection process. This position is considered "open" until a final selection is made.

Electronic submittals are to be sent to apply@publicsectorsearch.com and should include a compelling cover letter, comprehensive resume, and list of references. References will not be contacted without the express permission of the candidate.

Only the most highly qualified candidates will be invited to participate in a comprehensive selection process anticipated to be held in late May 2019. Final selection is at the discretion of the Town Manager, with approval of the Town Council. An offer, contingent on successful completion of a detailed police background investigation, will follow. Ideally, the new Chief of Police will begin work in July 2019 or a mutually agreed upon date.

TO BE CONSIDERED

08.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultants:

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

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The Town of Payson is an equal opportunity employer who supports equal opportunity for all people, regardless of Race, Color, Religion, Gender, Sexual Orientation, Age, National Origin or Disability.



Raising the bar for Public Sector Search

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