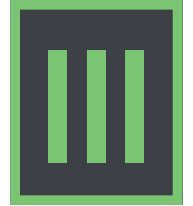


A NATIONAL SEARCH
is underway for a new Chief of Police



Anaheim, CA



ANAHEIM, CA



THE 01. OPPORTUNITY



A national search is underway to attract a strategic, engaging, and accomplished police executive to serve as the next Chief of Police for the City of Anaheim.

This is an exceptional opportunity for a seasoned leader with advanced leadership skills and a proven record of collaboration. The ideal candidate will be a dynamic and approachable leader who engages at all levels of the police department, both sworn and non-sworn professionals, partners effectively with a diverse community, city departments, and other community and business stakeholders to advance public safety and position the department to meet both current and future challenges.



THE CITY 02.

Anaheim sits at the vibrant crossroads of Southern California in Orange County: just 25 miles southwest of downtown Los Angeles.

As California's tenth most populous City, with more than 350,000 residents, Anaheim is a globally recognized destination anchored by the Disneyland Resort—home to Walt Disney's original park, Angel Stadium of Anaheim, Honda Center (where the Ducks skate), and the West Coast's largest convention center. Anaheim welcomes more than 25 million visitors annually, offering world-class shopping, dining, and nightlife, further enhancing the appeal of this dynamic city.

Spanning 52 square miles, Anaheim is a tapestry of neighborhoods, from the rolling, family-friendly streets of Anaheim Hills and the historic charm of West Anaheim to the arts-driven energy of the Packing District. The City offers a variety of housing options, along with 65 parks and two municipal golf courses that invite year-round recreation in a Mediterranean-style climate. Outdoor enthusiasts can enjoy the Santa Ana River Trail and an extensive bikeway network, while the Anaheim Resort Transit (ART) and the state-of-the-art Anaheim Regional Transportation Intermodal Center (ARTIC) provide seamless mobility to Disneyland, Metrolink, Amtrak, and beyond.

Economically, Anaheim is a powerhouse. The City hosts headquarters and major operations for leading companies such as Walt Disney Company, Kaiser Permanente, L-3 Communications, and Northgate González Markets. Its robust hospitality sector, anchored by the Disneyland Resort and the Anaheim Convention Center, features a dense concentration of hotels, including nationally recognized names such as the Westin and Hilton Anaheim. Annual conventions and expos inject more than \$1 billion into the local economy, reinforcing Anaheim's role as a premier destination for business and leisure.





THE 03. GOVERNMENT

Founded in 1857 as Orange County's first city, Anaheim is a full-service charter city operating under a council-manager form of government.

The City Manager and executive staff oversee day-to-day operations, while a seven-member City Council establishes policy and represents the residents of Anaheim. The Council is composed of a mayor, elected at large, and six council members, each elected by district.

The City Manager reports directly to the Mayor and City Council and provides strategic leadership in conjunction with the executive team. Together, they support the policy-making role of the elected body while motivating and challenging the organization to deliver high-quality services that meet the community's needs.

Anaheim provides the full range of municipal services, including police and fire protection. Departments serving residents and businesses include: Administration, City Attorney, City Clerk, Treasurer, Community & Economic Development, Community Services, Convention, Sports & Entertainment, Finance, Fire & Rescue, Human Resources, Planning & Building, Police, Public Utilities, and Public Works. The City's comprehensive operations are supported by a total budget of approximately \$2.41 billion for the 2025–2026 fiscal year. For additional information, please visit <https://www.anaheim.net>.



04. THE POLICE DEPARTMENT

With a 2025–2026 budget of \$239 million, the Anaheim Police Department is the largest municipal police agency in Orange County.

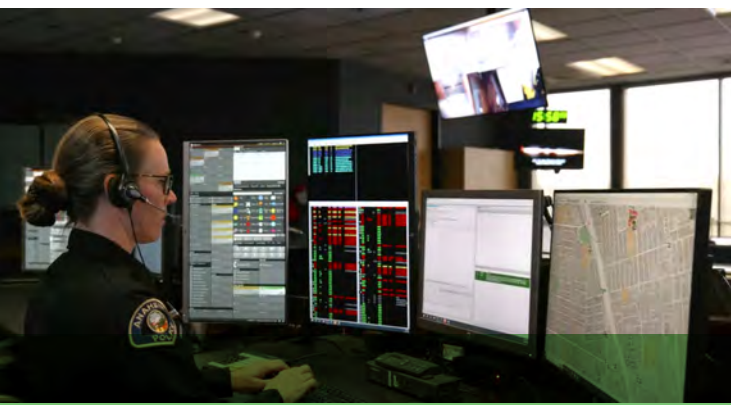
The Department is authorized for 430 sworn officers and 191 civilian employees who provide comprehensive police and support services to the community.

The Department operates under the Office of the Chief of Police, comprising five divisions, each managed by a Captain or a Civilian Manager who reports to the Deputy Chief of Police. The Deputy Chief works closely with the Chief of Police to oversee day-to-day operations and guide strategic functions of the Department.



Divisions include:

- The Patrol Division is the frontline of the organization, responsible for responding to both emergency and non-emergency situations. Units include uniformed Patrol, Air Support, K9, Jail Operations, and Police Service Representatives, ensuring rapid and effective service delivery.
- The Operations Division oversees the following units: Personnel and Training, Field Training Officer Program, Employee Wellness, Strategic Planning, Crime Analysis, The Real-Time Crime Center, Systems Support, Records/EMD, and Traffic Safety.
- The Community Policing Division focuses on quality-of-life issues such as homelessness, mental health, vice, and drug abuse. It promotes youth engagement through school resource officers and youth services and manages resort area policing and security for special events.
- The Investigations Division follows up on serious investigations, including homicide, assaults, robbery, human trafficking, fraud, auto theft, burglary, and narcotics. This division also includes the Forensics Unit and the Orange County Family Justice Center, which supports victims of domestic violence and sexual assault.
- The Support Services Division manages Records, Property and Evidence, and Dispatch, as well as Budget, Finance, Fleet, and Facilities. It also coordinates with the city's IT services and provides the logistical and administrative support essential for field operations.



ANAHEIM POLICE DEPARTMENT Vision

In partnership with our community, we will be innovative, strategic, and collaborative in how we provide exceptional public safety service.

Our Mission

To maintain a safe community to live, work and play.



THE 05. POSITION

Under the general administrative direction of the City Manager, the Chief of Police is an at-will position and serves as the executive leader of the Anaheim Police Department, responsible for planning, directing, and managing all law enforcement, crime prevention, and administrative support services.

The Chief provides strategic leadership in setting departmental goals, policies, and priorities; oversees staffing and resource allocation; and ensures the efficient and effective delivery of public safety services.

The Chief is accountable for personnel management, including hiring, training, evaluation, and discipline, while fostering a culture of professionalism, accountability, and service. This role also oversees the development and administration of the Department's budget, ensuring responsible allocation of resources to meet community and organizational needs.

In addition, the Chief serves as the primary advisor to the City Manager and City Council, preparing reports, presenting policy recommendations, and coordinating with other City departments, outside agencies, and community stakeholders. The Chief represents the organization in interactions with elected officials, regional partners, and the media, while addressing sensitive issues and maintaining public trust. The Chief also remains informed of emerging trends in law enforcement, incorporating best practices to enhance safety, effectiveness, and community confidence.



06. OPPORTUNITIES/CHALLENGES

Growing Department Resources

The Department has expanded to 430 officers and 119 professional staff over the past several years, and recent equipment and fleet upgrades illustrate the City's strong commitment to public safety. As the City continues to grow, the next chief will lead efforts to build a new police facility providing modern infrastructure for a growing workforce.

Event Leadership

Anaheim will soon host major international events like USA Volleyball, LA28, and the 2026 FIFA World Cup. These events will require leadership and expertise in event security, interagency coordination, and community engagement. Effective planning, strong regional collaboration, and maintaining public trust will be critical as Anaheim takes its place on the global stage.

Tourism and Economic Partnerships

With Disneyland's expansion and the OC Vibe development, the next Chief will work closely with business and tourism leaders to ensure public safety while supporting Anaheim's economic growth and cultural vitality. These partnerships present an opportunity to strengthen the Department's role as both a guardian of safety and a partner in community success.

Organizational Leadership

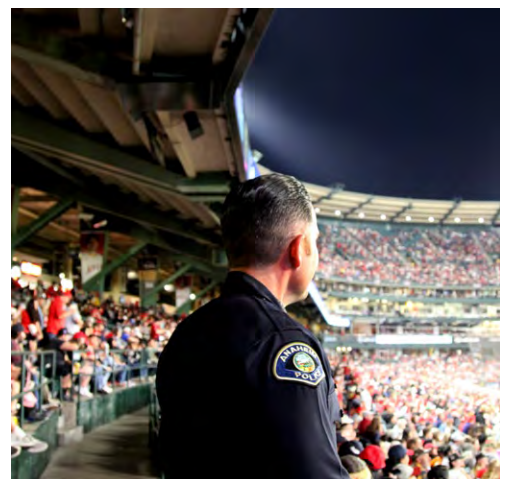
The next Chief has a valuable opportunity to foster positive and collaborative relationships between sworn, non-sworn, labor groups and management. Open, consistent, and straightforward communication and expectations are paramount to addressing important issues while promoting a culture of mutual respect and accountability within the organization.

Homelessness & Social Pressures

Homelessness remains a complex challenge that requires balancing enforcement with compassion and public expectations. The next Chief must lead coordinated strategies that combine effective policing with outreach and services, ensuring safety while addressing underlying social concerns.

Trust-Building

With federal immigration enforcement creating anxiety among many Anaheim residents, the next Chief must navigate these sensitivities with care. Building trust, demonstrating fairness, and strengthening legitimacy will be essential to fostering lasting community confidence.



THE IDEAL CANDIDATE

07.

The ideal candidate for Chief of Police will demonstrate steady and principled leadership, guided by fairness, transparency, and an unwavering commitment to both employees and the community, using their influence to strengthen confidence and advance public safety.

As part of the executive team, the Chief must collaborate and be a strategic partner with the executive leadership team to align law enforcement strategies with broader citywide goals and resources. This individual will be a visible and engaged presence throughout the organization, fostering an inclusive culture that recognizes and values the contributions of both sworn officers and professional staff. Collaboration will be central to this leader's approach, working closely with command staff, employee groups, city leaders, business stakeholders, and community members to address challenges and capitalize on opportunities. With a record of clear communication, sound judgment, and emotional intelligence, the Chief will inspire trust, promote accountability, and cultivate a culture rooted in service, inclusivity, and professionalism. Balancing decisiveness with diplomacy, the Chief will ensure that decisions are well-informed, consistent, and effectively communicated, thereby strengthening credibility and deepening relationships inside the Department and across the community. By actively promoting training, development, and professional growth, the Chief will prepare employees to meet both current and future demands with confidence and skill. Ultimately, Anaheim's next Chief of Police will serve as a trusted guardian of public safety and a unifying presence, shaping a department that positively influences its employees and community.



QUALIFYING EDUCATION AND EXPERIENCE

08.

Any equivalent combination of education and experience that provides the required knowledge, skills, and abilities will be considered.

A typical pathway includes at least 10 years of progressively responsible law enforcement experience, with a minimum of three years in management and administrative leadership within a law enforcement department. Experience must be supplemented by a Bachelor's degree from an accredited college or university in Criminal Justice, Police Science, Business Administration, Public Administration, or a closely related field. An equivalent combination of experience and education sufficient to perform the essential job functions and provide the required knowledge and abilities is qualifying.

Advanced executive training, such as the FBI National Executive Institute, FBI National Academy, Southern Police Institute, or the Police Executive Research Forum's Senior Management Institute for Police, is highly desirable. The ability to speak a second language commonly used in Anaheim, including Spanish, Vietnamese, or Chinese, is also considered an asset.

License/Certification Required

- Possession of a valid California driver's license by date of appointment and is a condition of continued employment.
- Possession of a P.O.S.T. Management Certificate or the ability to obtain a POST Management Certificate by date of appointment and is a condition of continued employment.

COMPENSATION & BENEFITS

09.



The annual salary range for this position is \$222,690 to \$367,439. Placement within the range will be based on qualifications. For more information on employee benefits, visit the City's website: [Benefits](#)

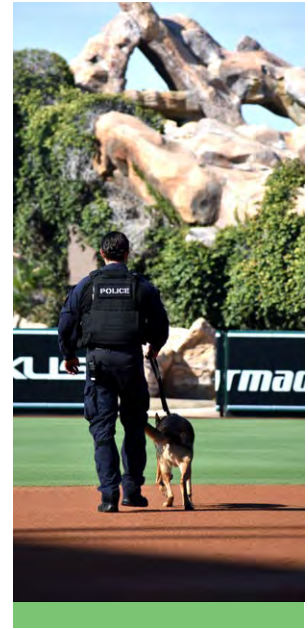


10. APPLICATION PROCEDURES

APPLY TODAY!

Electronic submissions will be accepted at apply@publicsectorsearch.com.. until October 5, 2025, and should include a compelling cover letter, a comprehensive resume, and a list of references. References will not be contacted until mutual interest has been established. Public Sector Search & Consulting will conduct screening interviews as applications are received. Only the most qualified candidates will be invited to participate in the selection process, which is expected to begin in late October 2025.

Once a selection is made, an offer will follow, contingent upon the successful completion of the City's hiring process, which includes a POST background investigation. It is anticipated that the selected candidate will join the City of Anaheim in January 2026 or on a mutually agreeable date after City Council confirmation.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

Public Sector Search & Consulting, Inc.

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