



**BROKEN ARROW**

*Where opportunity lives*



# POLICE CHIEF

Broken Arrow, Oklahoma

EXECUTIVE  
RECRUITMENT  
PROVIDED BY





## THE COMMUNITY

Located in northeast Oklahoma, Broken Arrow is the fourth largest city in the state with an estimated population of 120,000 spread out over 60 square miles. The City is located in Tulsa and Wagoner counties and is part of the Tulsa metropolitan area, which has a population of 1,034,123. From 2010 to 2020, U.S. Census Bureau numbers show the City grew by 14.8%, making it one of the fastest growing incorporated municipalities in Oklahoma. Broken Arrow is also home to the third largest manufacturing hub in the state, with many employees working in the energy sector. Residents in Broken Arrow enjoy a high quality of life characterized by low crime, high performing schools, affordable housing, and easy access to many parks and recreational facilities.

Though Broken Arrow was originally an agricultural community, its current economy is diverse. Major employers in the area include A G Equipment Company, Broken Arrow Public School System, City of Broken Arrow, FlightSafety, Oil Capital Electric, Roman Catholic Diocese-Tulsa, Walmart, and Zeeco. Broken Arrow has received many awards and accolades for its livability over the years. It was ranked #16 in the "Top 25 cities for starting a business" in 2022 by Policy-Genius and #9 in a study of the "50 safest and most affordable U.S. Cities" by GoBankingRates in 2024. It has also been ranked one of the best U.S. cities for first-time home buyers by WalletHub, one of the safest cities in Oklahoma by Movoto, and one of America's 50 best cities to live by 24/7 Wall Street.

The City fosters a sense of community by sponsoring seasonal festivals and events each year, including Rooster Days, a local Farmers Market, and musical performances in the park. With destination attractions in the Rose District, the Performing Arts

## Vision

The City of Broken Arrow will set the standard by providing the best municipal programs and services in the region, while promoting a positive environment for families, business, community organizations, and visitors. Broken Arrow will continue to be a community that residents are proud to call home.



## THE COMMUNITY *continued*

Center, Warren Theatre, Bass Pro Shops, New Orleans Square, and more, residents and visitors have many options when it comes to choosing shopping, dining, cultural, and entertainment activities. Broken Arrow has more than 800 acres of parkland and manages 38 parks, including a trail system and nature center.

The Broken Arrow Public School District is comprised of 25 schools, including 15 elementary schools, five middle schools, and five secondary schools. A portion of the City is also served by Union Public Schools and Bixby Public Schools. For those seeking higher education, Northeastern State University has a campus in Broken Arrow. Other area universities and colleges include Tulsa Tech, Tulsa Community College, the University of Tulsa, Oklahoma State University, Langston University, and the University of Oklahoma.

Broken Arrow has a median household income of \$82,547 and a median property value of \$210,800. Its ad valorem tax rate is 16.46 mills.

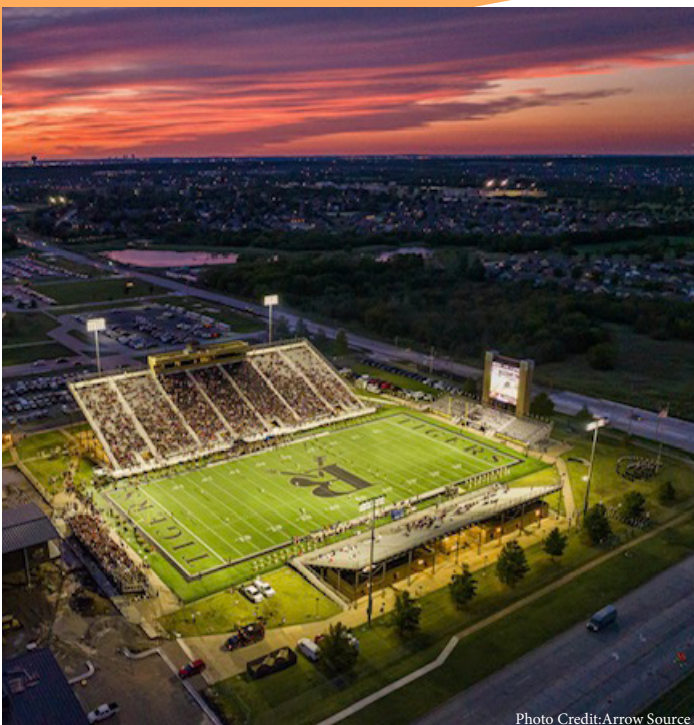
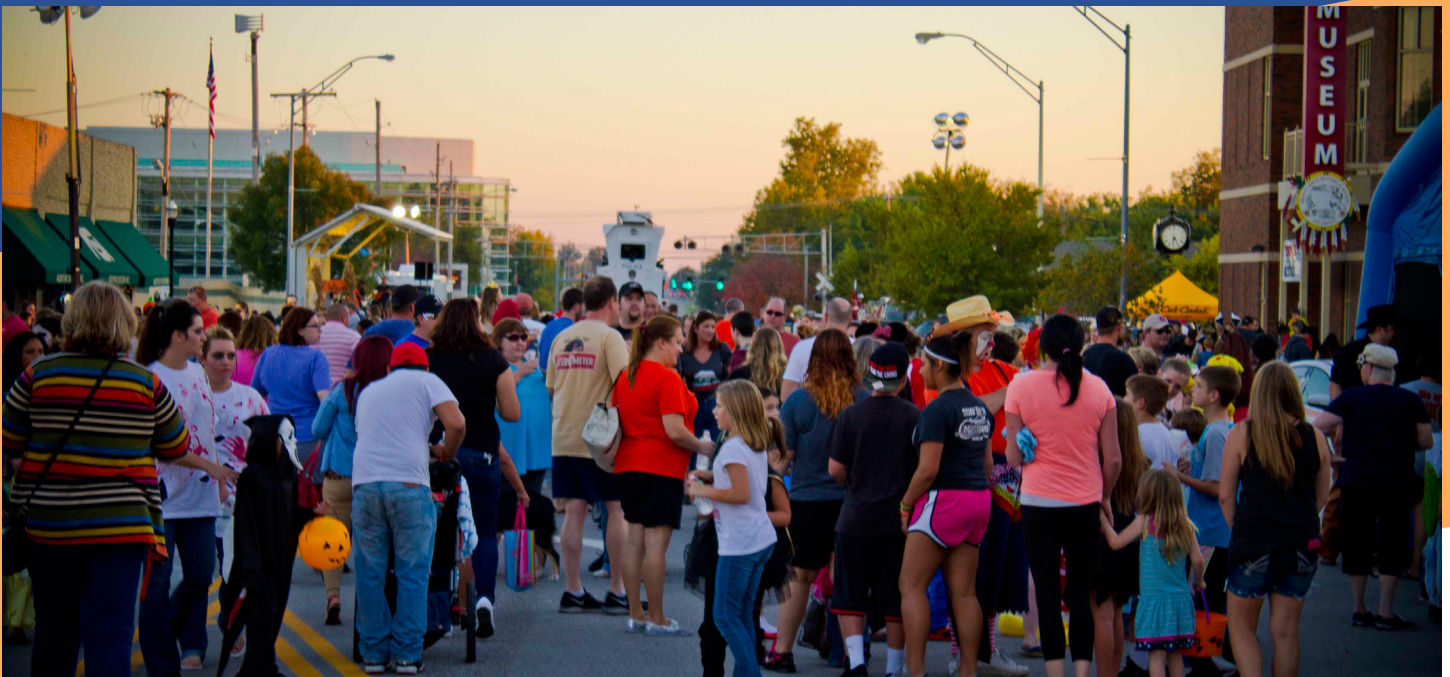


Photo Credit: Arrow Source



## Recent Awards

- Ranked #16 in the Top 25 Cities for Starting a Business in 2022 by PolicyGenius (2022)
- Rose District named a finalist in Tulsa Kids Magazine Family Favorites Shopping Mall or District (2021)
- Gold Medal Award from the Oklahoma Recreation & Parks Society (2020)
- National Public Communication and Outreach Program Award for the "Together Project," Water Environment Federation (2020)
- Teambuilders Volunteer/Non-Profit Award Finalist for the Central Park Pollinator Garden, Keep Oklahoma Beautiful (2020)
- 2020 Outstanding Plan Award for the Broken Arrow NEXT Comprehensive Plan, Oklahoma Chapter of the American Planning Association (APA) (2020)
- Happiest City in Oklahoma, Zippia (2020)
- Excellence in Construction Award for the Downtown Streetscapes Project, Associated Builders and Contractors of Oklahoma (ABC) (2020)
- Government Finance Officers Association (GFOA) Distinguished Budget Award for Fiscal Year 2020 (2020)
- National Association of Government Communicators (NAGC) Silver Pencil Award – 1st Place Educational or Promotional Campaign (Less than \$100,000) for 2018 Build Our Future BA GO Bond campaign (2019)
- Public Relations Society of America – Tulsa Chapter (PRSA Tulsa) Silver Link Award for Public Awareness Campaign for 2018 Build Our Future BA GO Bond campaign (2019)
- The most affordable family-friendly city in the U.S. as ranked in a moveBuddha.com study (2024)
- Ranked #9 in a GoBankingRates study of the 50 safest and most affordable U.S. Cities to live in (2024)
- Ranked #10 in the RentCafe study of the 10 U.S. cities where renters' incomes go the furthest (2024)
- Ranked #8 in Livability's study of the Top 25 Best Places to Live in the Southwest (2023)



## GOVERNANCE & ORGANIZATION

The City of Broken Arrow operates under a council-manager form of government and is divided into four wards, which are redrawn periodically to keep a balanced population distribution in each. The legislative and policy-making body consists of a five-member City Council, with four members elected by wards and one member elected at-large, each serving staggered four-year terms. The Mayor is elected within the Council membership. The City Manager is responsible for the day-to-day operations of the organization, which includes the police department.

Broken Arrow has 1,011 employees, including 902 full-time, 12 part-time, and 97 seasonal, and a FY2025 budget of \$472,198,240.

# ABOUT THE DEPARTMENT

With an annual budget of \$38.9 million, the Broken Arrow Police Department and its 164 officers and 61 professional staff are committed to every contact being one that enhances the quality of life for all members of the community.

The Police Department has four divisions:

- The **Operations Division** is responsible for emergency field response to citizens' requests for service; conducting preliminary field investigations; problem-solving related to repeat calls, hazards, conditions conducive to crime, fear factors, and other conditions that deter the creation and maintenance of safe neighborhoods, traffic, vehicle maintenance and purchase; and other activities as directed.
- The **Support Division** is responsible for 9-1-1 operations; the processing and housing of prisoners; field response to animal problems and management of the animal shelter; maintenance of computer and communications systems to include NCIC and OLETS, processing, storing, and retrieving departmental investigative reports; building maintenance; and other activities as directed.
- The **Headquarters Division** is responsible for the investigative functions of the Police Department, to include investigations of reported crime, as well as undercover investigations, sex offender registry, VOCA, grants management, planning and research, crime analysis, school resource officers, crime prevention activities, crime lab/technical investigations, training, recruiting, and hiring, and other activities as directed.
- The **Office of Professional Standards** is responsible for administrative functions of the Police Department, to include, internal affairs, public relations, policy and procedures, accreditation management, oversight of the department's property and evidence room, budgeting, purchasing, inventory control, and other activities as directed.

## Core Values & Mission

Through the application of the core values of Professionalism, Integrity, Accountability, Courage and Compassion, the people of the Broken Arrow Police Department seek to provide exceptional service to the citizens of the community. We consistently strive to serve our residents by proactively addressing crime, preserving the peace, protecting life and property and by remaining committed to establishing partnerships within the community to focus on concerns and solve problems with fairness and in the best interest of all parties.





## ABOUT THE POSITION

Under limited supervision, the Police Chief provides overall leadership and administration of both sworn and non-sworn positions of the Broken Arrow Police Department. The Police Chief supervises the activities and operations of the Police Department, including investigations, patrol, and administrative support to ensure adherence to quality standards, deadlines, and proper procedures. The Chief oversees all City police functions, including community-oriented policing, patrol, crime prevention, investigation, traffic enforcement, records, dispatch, and animal control. Working closely with the City Manager, the City Council, other City Departments, a variety of public and private organizations, and citizen groups in developing programs and implementing projects to maximize police services is an important part of the job.

The Police Chief develops and directs the implementation of goals, objectives, policies, procedures, and work standards for the Department. The Chief seeks out additional funding for police initiatives through state and federal grants, and leads the team for submitting, receiving, and reporting on grants. This position prepares and directs the preparation of a variety of written correspondence, reports, bids, and requests for proposals, contracts, procedures, ordinances, and other written materials. The Chief monitors changes in laws, court decisions, regulations and technology that may affect departmental operations; implement policy, procedural, and operational changes as required; and oversee the development and administration of the Department budget.

Providing leadership and strategic planning for both internal and external Department initiatives, taking into consideration crime trends, staffing and equipment needs, community growth, and City



## ABOUT THE POSITION *continued*

Administration plans, is vital. The Police Chief is also responsible for personnel. They will select, onboard, supervise, train, assign, schedule, coach, counsel, and discipline employees; communicate job expectations; plan, monitor, appraise, and review job contributions; and enforce policies and procedures.

Additional responsibilities of the Police Chief include:

- Oversee contractual and personnel matters, including regular liaison with the police union.
- Coordinate Police Department activities in cooperation with other City departments.
- Meet community public safety expectations, including regular community interaction, public speaking, media contacts, and responding to concerns.
- Plan and oversee the development of Department infrastructure, including plans for additional training facilities and an emergency operations center.
- Develop community partnerships and relationships by collaborating with outside boards, commissions, and committees.
- Participate in community involvement activities including serving on boards and committees.
- Because this position performs duties deemed to be "safety sensitive," the Police Chief must participate in random drug testing under the City's policies.



# OPPORTUNITIES & CHALLENGES

The next Police Chief will focus on the following opportunities and challenges:

- **Growth Management:** Broken Arrow, Oklahoma, has the third largest permanent resident population in Oklahoma and is a highly desirable community experiencing continued growth. The City seeks a Chief of Police who can embrace the small-city ambiance and the history of the community, while also leading them through the unique opportunities created by expected community growth.
- **Community Engagement:** The next Chief of Police should be community-oriented, recognizing the unique attributes that make Broken Arrow a vibrant, growing community with a small-town charm. The Chief needs to be a leader who understands the importance of community engagement and establishing community partnerships through high visibility and effective, external communication.
- **Strategic Plan:** The Chief of Police needs to be a visionary leader and team builder, who can develop a strategic plan for departmental growth consistent with service-level expectations.
- **Departmental Culture and Vision:** Unite and lead a department into the future by effectively communicating a vision rooted in accountability by articulating a clear and inspiring vision that aligns with Broken Arrow's heritage and values. Foster a culture, by means of exceptional internal communications skills, where team members feel connected to a shared purpose and understand their specific roles in achieving that purpose. The next Police Chief will empower individuals to take ownership and uphold these principles, ultimately strengthening team cohesion and performance.





## IDEAL CANDIDATE

The City of Broken Arrow seeks an experienced, collaborative leader who is politically adept to serve as its next Police Chief. The individual will have a firm understanding of the council-manager form of government, and the reporting structure it entails, i.e., reporting to the city manager. The ideal candidate has integrity and character and is a visible and active community member, and an approachable partner to all who live, work and visit Broken Arrow. The Chief will be a relationship builder and an adept communicator both internally city-wide, and with external stakeholders, as well as a Chief who demands accountability at all levels and directly approaches critical and controversial incidents with professionalism.

The ideal candidate has critical thinking skills, a contemporary and collaborative leadership style, and a broad knowledge and experience base to bring to the position. The chosen Police Chief will be both a team player and a team builder who will work hard to develop personnel, clearly communicate expectations and vision, and create a five-year plan.

The individual will have traditional values and a progressive mindset, and will exercise a macro management approach, empowering department staff to perform their duties and make suggestions. The Chief will stay up to date on modern principles of organizational and personnel management, municipal budgeting, personnel laws, policies, and regulations, and relevant city, state, and federal laws, regulations, and policies, inclusive of collective bargaining and binding arbitration. The Chief will excel in using social media to engage with the community.

## EDUCATION AND EXPERIENCE

Requires a bachelor's degree in a course of study related to the occupational field, supplemented by five to seven (5-7) years of related experience; or an equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities. Must also possess experience in all divisions of a traditional police agency. Possession of, or ability to readily obtain a valid Oklahoma Class D Driver's License. Ability to meet current requirements set forth by the Council on Law Enforcement Education and Training for the State of Oklahoma.



# COMPENSATION AND BENEFITS

The annual salary range for this position is \$155,000 - \$196,930. dependent on qualifications and experience. The City of Broken Arrow offers a comprehensive benefits package, including medical, dental, and life insurance; retirement contributions; and generous paid leave policies. Reasonable relocation reimbursement is available as residency within Broken Arrow is required. The Police Chief will also have access to a take-home vehicle (within City limits), several Police Department fitness centers, continuing education and training, longevity pay after two years, education compensation and reimbursement, a uniform allowance, and bilingual pay. The Police Department participates in the Oklahoma Police Pension and Retirement System.

## APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

**Andy Kancel, Senior Vice President**

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817-994-6295



*The City of Broken Arrow is an Equal Opportunity Employer and considers applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, gender identity, gender expression, or any other legally protected status. Applicants selected as finalists will be subject to a comprehensive background check.*

## RESOURCES

**City of Broken Arrow**

[brokenarrowok.gov](http://brokenarrowok.gov)

**Broken Arrow Police Department**

[brokenarrowok.gov/government/police](http://brokenarrowok.gov/government/police)

**Broken Arrow Economic Development**

[brokenarrowok.gov/business/economic-development](http://brokenarrowok.gov/business/economic-development)

**Broken Arrow Chamber of Commerce**

[brokenarrowchamber.com](http://brokenarrowchamber.com)

**Visit Broken Arrow**

[visitbrokenarrowok.com](http://visitbrokenarrowok.com)

**Community Development Department**

[brokenarrowok.gov/government/operations/community-development](http://brokenarrowok.gov/government/operations/community-development)

