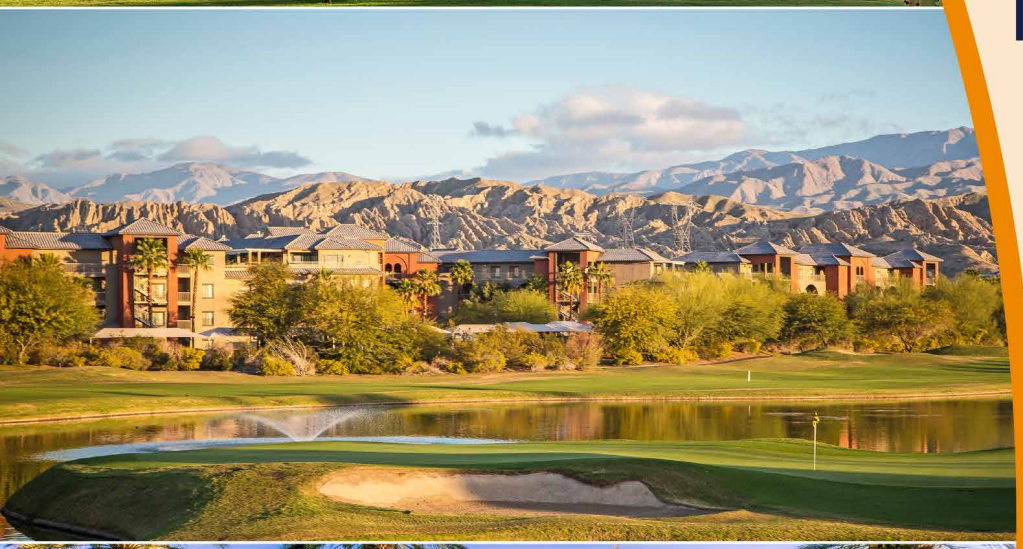
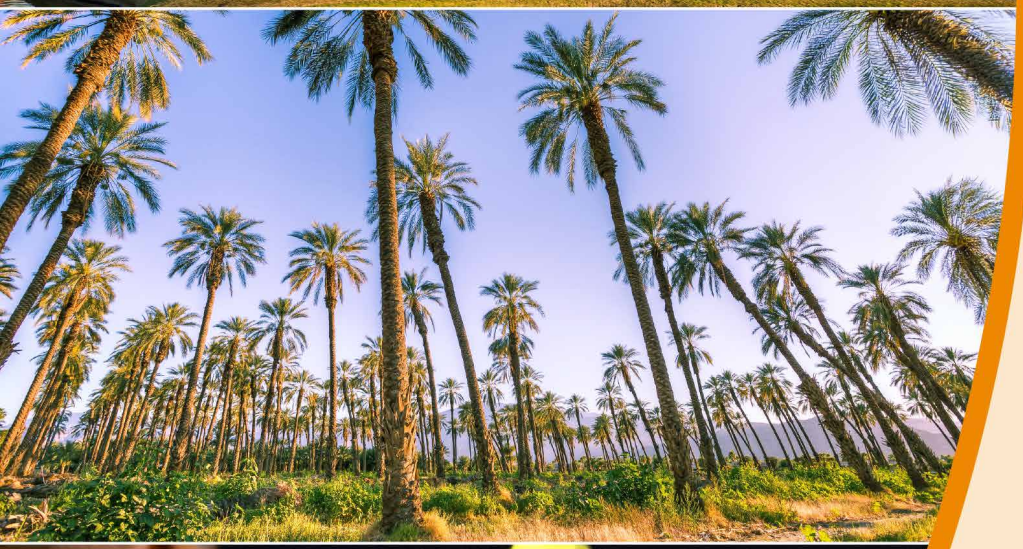








INDIO
police department

TWO OPEN VACANCIES

POLICE COMMANDER

BOB MURRAY & ASSOCIATES
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY



Located in Southern California in the Coachella Valley, the City of Indio (approximate population 100,000) spans 30 square miles. Indio was born out of necessity as a railroad town that sprang to life in 1876, when the Southern Pacific Railroad built lines between Yuma, Arizona, and Los Angeles, California. At the turn of the century, Indio blossomed into a promising agricultural region. Today, Indio is the largest and fastest-growing city in Coachella Valley. The City is experiencing significant growth and development, downtown revitalization, and major investments in community infrastructure. Nearly 1.4 million people visit the "City of Festivals" every year to attend its world-famous arts, food, and music festivals, such as the Coachella Valley Music & Arts Festival and Stagecoach Country Music Festival. These are just some of the reasons why Indio is ranked as one of the top emerging travel destinations in the country.

Indio is the oldest and largest city in the Coachella Valley and is home to the Coachella and Stagecoach music festivals. The City has a diverse population and offers a variety of food, music, and cultural experiences. The downtown area is also experiencing over $200 million in investment. Soon, residents and visitors will be able to walk out to grab a coffee, listen to local music, have dinner, or find their favorite vinyl record. With nationally recognized public safety services, exceptional schools, great parks, and senior and teen centers, it is no wonder the City is also ranked as one of the best places to live for young families. Indio has over 3,500 new housing units under construction or in the planning stages, in addition to new hotels, restaurants, and retailers. The City's temperate winter climate, high quality of life, arts and cultural offerings, unique restaurants and shops, diversity, and outstanding municipal services appeal to residents and visitors alike, making Indio an extraordinary place to work, live, relax, and play.

THE ORGANIZATION

Indio was incorporated in 1930 and operates under a Council-Manager form of government. The City Council consists of five members elected at large to four-year terms and is served by a City Manager and City Attorney. Each year, the Council selects the Mayor on a rotational basis and determines assignments for external commissions and committees.

Indio is a full-service city with 305 authorized full-time staff positions, a FY 2026-2027 budget of $484.9 million, and a General Fund budget of $159.2 million. The City provides municipal services through twelve departments: City Manager, City Clerk, Communications and Marketing, Community Services, Community Development, Economic Development, Engineering, Information Technology, Finance, Human Resources, Police, Fire (provided under contract by CAL FIRE), and Water Utility & Maintenance. The City also operates an enterprise operation: Indio Municipal Golf.



Mission Statement:

We provide outstanding public services to enhance the quality of life for residents, visitors, and businesses in our community.

THE DEPARTMENT

The Indio Police Department has a long-standing reputation as a progressive and innovative agency that works collaboratively with community members and groups, business leaders, and other public service agencies to compassionately address crime and quality-of-life issues in Indio neighborhoods. The Indio Police Department has been repeatedly recognized as a national leader in community policing approaches to crime and disorder. The Department's mission, in partnership with the community, is to safeguard and improve the quality of life in Indio by using traditional and non-traditional policing methods that promote trust and confidence in the Department.

The Department's motto is:

"Our Community...Our Commitment."

The Indio Police Department strives to be a leading law enforcement agency driven by high-performance standards grounded in its core values of Integrity, Professionalism, Service, and Respect. While a community free from crime and disorder remains an unachieved ideal, the Department's vision, consistent with the values of a free society, is to approach that ideal as closely as possible. The Department seeks to provide services that enforce the law fairly and impartially while maintaining its focus on preventing and deterring crime. The Indio Police Department has also been featured by PERF, IACP, and the RAND Corporation for model policing.

The Indio Police Department is a full-service agency with dedicated special units and regional task force commitments. The Department is structured into three key divisions: Field Services and Investigative Services, each overseen by a Commander, and Support Services, led by the Division Chief. Two labor associations represent sworn officers: the Indio Police Officers Association and the Police Command Unit. The Department has a budget of $50.8 million, is authorized for 89 sworn

positions, and has 55 professional staff positions in areas including dispatch, property and evidence, code enforcement, records, and administration.



THE POSITION

Under the administrative direction of the Chief of Police, the Police Commander administers and manages the operations, personnel, and activities of one or more divisions or bureaus within the Police Department, including Field Services, Investigative Services, Support Services, and community-oriented policing programs. This position provides professional, technical, and administrative support to the Chief of Police and City management staff; develops and implements departmental goals, policies, procedures, and operational strategies; oversees budgets, training, and staffing functions; fosters collaborative relationships with community groups and external agencies; and assumes command of the Police Department in the absence of the Chief of Police, as assigned.

This is a senior sworn law enforcement management classification responsible for overseeing major operational and administrative functions of the Police Department. The incumbent exercises significant independent judgment, discretion, leadership, and decision-making authority in directing assigned programs, personnel, and resources. Successful performance requires progressive management principles, operational effectiveness, community engagement, and the ability to respond effectively to emergency and critical incidents.

THE IDEAL CANDIDATE

The City of Indio is seeking two forward-thinking professionals to serve as its next Police Commanders. The ideal candidates will be collaborative law enforcement leaders with strong operational and internal affairs expertise. Unlike leaders who primarily delegate, the ideal candidates will lead by example and contribute directly to the work through active involvement alongside their teams. These individuals will value community partnerships, accountability, employee development, and teamwork while demonstrating strong communication skills and effective problem-solving abilities. The successful candidates must be committed to mentoring staff, developing future leaders, and guiding the Department through continued growth and innovation with professionalism and compassion.



Key Responsibilities:

- Assist in the development, implementation, and evaluation of departmental goals, objectives, policies, procedures, and performance standards.
- Plan, organize, direct, supervise, review, and evaluate the activities and performance of assigned divisions, bureaus, units, and personnel.
- Conduct research and analysis related to law enforcement operations, administrative issues, crime trends, staffing, equipment, and service delivery; prepare reports, recommendations, correspondence, and presentations.
- Develop, administer, monitor, and evaluate assigned departmental budgets, including staffing, equipment, training, and operational expenditures.
- Determine service levels, staffing requirements, and operational priorities to maximize effectiveness and the efficient use of available resources.
- Supervise, train, mentor, motivate, and evaluate sworn and professional staff; support employee development, productivity, morale, and accountability.
- Interpret and ensure compliance with applicable federal, state, and local laws, regulations, court decisions, departmental policies, and labor agreements.
- Direct and coordinate emergency response operations and critical incident management; fulfill emergency response obligations on a 24/7 basis, as required.
- Serve as Watch Commander or assume departmental command in the absence of the Chief of Police, as assigned.
- Oversee or participate in sensitive, complex, and high-profile investigations, internal reviews, and administrative inquiries.
- Maintain and promote community-oriented policing strategies and collaborative partnerships with residents, businesses, schools, civic organizations, and public agencies.
- Represent the Police Department before City leadership, governmental agencies, community organizations, and the public; respond to inquiries, complaints, and requests for information.
- Monitor developments in law enforcement practices, technology, equipment, and legislation; recommend and implement operational improvements.
- Coordinate departmental training programs and professional development initiatives consistent with P.O.S.T., FEMA, Cal OES, and other applicable standards.

- Operate law enforcement equipment, firearms, communication systems, and vehicles, as well as applicable office and records management software.

EDUCATION & EXPERIENCE

Education:

- Bachelor's degree from an accredited college or university in Criminal Justice, Police Science, Public Administration, Business Administration, Management, or a closely related field.

Experience:

- Five years of increasingly responsible law enforcement experience, including at least two years of management experience equivalent to the rank of Lieutenant or higher, with responsibilities that include operational oversight, personnel supervision, community-oriented policing, and administrative management.

Licenses and Certifications:

- Possession of a valid California Class C driver's license.
- Possession of a P.O.S.T. Supervisory Certificate.
- Possession of P.O.S.T. Basic, Intermediate, and Advanced Certificates.
- Possession of a P.O.S.T. Management Certificate.

ASSESSMENT TESTING

Each candidate will participate in a comprehensive assessment center process that will test their readiness and potential to serve as a commander. Throughout the process, candidates will be evaluated in areas including writing ability, presentation and communication skills, leadership competencies, decision-making, and professional judgment. Candidates will also be tested on their knowledge, problem-solving abilities, and overall capacity to effectively lead personnel and manage operational responsibilities. The assessment process is designed to thoroughly measure the skills, abilities, and leadership qualities required for successful command-level performance.

COMPENSATION

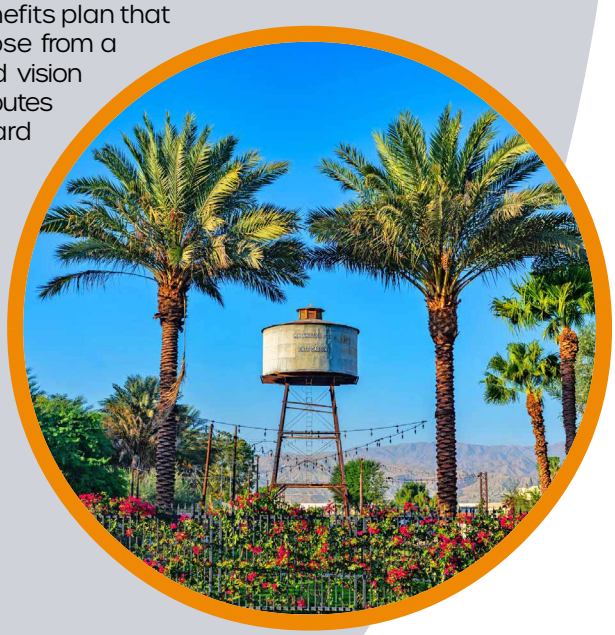
The annual salary for the Police Commander is up to $252,912; POST Certificate pay can add up to an additional 15% to the annual salary; placement will depend on experience and qualifications. The City also offers an attractive benefits package including:

Retirement – CalPERS 3.0% @ 55 for Classic safety members; 2.7% @ 57 for PEPRA safety members.

Health/Dental/Vision Insurance – The City offers a cafeteria-style benefits plan that allows employees to choose from a variety of health, dental, and vision plans. The City contributes $2,200 per month toward insurance premiums.

Life Insurance – City-paid $50,000 life insurance policy.

Holidays – 13 paid days annually, which can be banked.



Vacation Leave – Accrued at 3.08 hours per pay period (80 hours per year for years 1-4). Annual vacation payout is available.

Sick leave – Accrued at 3.692 hours per pay period (96 hours per year).

Administrative Leave – 80 hours per year (pro-rated depending on start date and providing July 1 in lump sum annually thereafter).

Uniform Allowance – $140 per month.

Other Benefits – Up to 15% POST Certificate Pay, Vacation accruals increase to 120 hours after 4 years of service, Bilingual pay at $75 per pay period, Special Circumstance Pay may be available when funded by outside operators.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
December 13, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

Finalist interviews will be held with the City of Indio. Candidates will be advised of the status of the recruitment following selection of Commanders.

If you have any questions, please do not hesitate to call Mr. Mike Ishii at:

(916) 784-9080

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