



Garner

North Carolina



Invites Your Interest in the Position of
Chief of Police



The Town of Garner, operating under a Council-Manager form of government, is seeking a **Police Chief** who is visionary and has a demonstrated history of innovative leadership. The Garner Police Department has a reputation as a highly responsive department with staff who are an active part of the community. The Chief of Police must be effective in leading the Department in an engaged fashion both internally and externally while supporting the needs of a rapidly-growing community.

Community Description:

This **All-America City** of over 33,000 residents is located in Wake County adjacent to the capital city of Raleigh. Wake County is part of the Research Triangle Park area of North Carolina. Research Triangle Park (RTP) is one of the largest research parks in the world. Located in a region consistently ranked among America's best places to live, work, raise a family, and earn a quality education, Garner is a suburban community that truly offers something for everyone. In addition to being known for its hometown character, historic downtown area, top-rated schools, and quiet neighborhoods, Garner residents enjoy over 350 acres of parkland, a thriving economy, great community events, with a variety of shopping and local entertainment venues. Recent public and private investment in Garner's historic downtown—including the Town's investment in a new \$9 million recreation center—has made it a growing hub of recreation, entertainment and entrepreneurialism. White Deer Park and neighboring Lake Benson Park—located in the heart of Garner near or adjacent to numerous neighborhoods—have 160 acres of open space and several miles of paved and unpaved trails. White Deer Park's LEED Gold-certified Nature Center offers educational programming year-round for kids and adults. Residents can also enjoy boating and fishing on scenic Lake Benson. Garner has retained the home-town persona that reminds us that family, quality of life, and service to others are keys to a successful community. Garner is located between the striking Blue Ridge Mountains and the beautiful North Carolina coast.

About the Organization and Position:

Reporting to the Town Manager, the Police Chief is responsible for planning, directing, implementing, and evaluating the activities of the Police Department. The Police Chief will be responsible for leading a department in a community that expects high levels of service and engagement. With the four divisions of Patrol, Support, Investigations, and Administration, the Department has nearly a \$7 million budget, 70 sworn personnel, and 7.5 civilian personnel. The ideal candidate will be a strong leader who will work well with the Town's Management Team, other town departments, community members, and surrounding law enforcement agencies, and will be experienced and confident in managing all areas of a full-service police department. The Chief is expected to be actively engaged both internally and externally, interacting with staff at all levels, trusting them to manage incidents, and collaborating with fellow department heads, citizens, and partners in multiple jurisdictional agreements.

The Garner Police Department offers several different programs for community engagement with citizens including a Police Athletics/Activities League, Citizen's Police Academy, Barber Shop Rap Sessions, Neighborhood Watch, Next Door as well as School Resource Officer liaisons.

More information about the department can be found by viewing the website at <https://www.garnernc.gov/departments/police>.

Key priorities for the next Chief of Police are:

- working to create an engaged culture to increase retention and renewal of passion for serving the community;
- managing public safety challenges and opportunities that result from growth within and around Town limits;
- ensuring that a community-oriented policing philosophy permeates at all levels of the organization and is embraced among community stakeholders;
- evaluating equipment and technology needs against best practices to determine what upgrades may be needed in alignment with Town strategic goals;
- balancing the need for empathetic responses by law enforcement personnel when engaging with the public, with the need to keep the community safe; and,
- evaluating the department needs, current staffing, policing data, and service delivery practices in order to assess what alignment and changes, if any, are needed to initiate and implement best practices to meet strategic goals.

Qualifications:

Requires a four-year degree in criminal justice, public administration, or another relevant field, and fifteen (15) years of progressive law enforcement experience to include seven (7) years of management/command level experience; or any equivalent combination of training and experience that provides the required knowledge, skills, and abilities of a law enforcement executive. Master's Degree and Advanced Law Enforcement Training preferred. Demonstrated and documented success in both reduction of crime as well as improvement/strengthened/ positive community relations/department reputation. Must pass the State POPAT (Police Officer Physical Abilities Test) and have a valid NC driver's license or the ability to obtain a valid NC driver's license within 60 days of relocating to NC. Residency is strongly preferred.

Transfers: In-state candidates may transfer their law enforcement officer certification to another agency in NC provided he/she has less than a 12-month break in service at time of appointment. In state candidates with less than a three-year break in NC service may receive partial credit toward basic law enforcement training. Out of state candidates who are serving or have served as a local or state law enforcement officer must have successfully completed a basic law enforcement training course accredited by the state from which they are transferring and cannot have a break in full-time service exceeding three years at the time of appointment. Individuals with Federal law enforcement officer certification who have not had a break in service exceeding three years at the time of appointment may receive partial credit toward NC basic law enforcement training. NC does recognize and give partial credit for military police (MP) training if the candidate has completed a formal military basic training program and been awarded a military police occupational specialty rating and has served as a military police officer for not less than two of the five years preceding the date of appointment.





The successful candidate is:

- skilled in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem solving and partnerships;
- able to cultivate a strong, effective leadership team within the Department, to include succession planning;
- tech-savvy and an effective advocate for needed equipment and technology resources;
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- able to engage and collaborate with surrounding law enforcement agencies;
- experienced across functional areas; patrol, support services, investigations, and other specialized units;
- knowledgeable regarding the use of intelligence-led policing, use of technology and data-driven approaches to predict and prevent crime, and community-oriented policing;
- adept at municipal budgeting;
- engaged, accessible and visible within and across departments and in the community;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g. 21st Century Policing);
- appreciative of the significance of diversity within all aspects of the department and community and has innovative solutions to attracting, retaining and promoting diversity;
- able to maintain public confidence in the integrity of the Department;
- enjoys engaging with people to communicate, motivate and strategically partner to accomplish the goals of the Town; and,
- is an effective listener who seeks input from relevant parties, realistically assesses plans and consistently communicates in an excellent and effective manner, including one on one, small groups and public speaking, who confidently and persuasively engages citizens, community groups, staff, and Council.

OUR MISSION

The Garner Police Department is dedicated to excellent police service through partnerships that reduce crime, create a safe environment, build trust, and enhance the quality of life in our community. We are committed to delivering quality service in an effective, responsive, and professional manner.

Salary and Benefits: The full salary range is \$91,520-142,813. The starting salary for the selected candidate will be determined by qualifications, background and experience. To learn more about why Garner is [a great place to live and work, click here](#).

To apply, please go to <http://www.developmentalassociates.com>, and click on the Chief of Police - Garner link on the left side of the home page. All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the Town portal, nor any other external website; it is not sufficient to send only a resume. Candidates must outline their time at each rank. It is not sufficient to outline your entire tenure with an agency using your most recent position. Resumes and cover letters can be uploaded with the application. Application review begins August 6, 2020. Finalists will participate in a combination of virtual skill assessments September 15-16, 2020 followed by on-site or virtual interviews dependent on the current pandemic limitations. All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto: hiring@developmentalassociates.com). Garner is an Equal Opportunity Employer. Developmental Associates, LLC is managing the recruitment and selection process for this position.



Employee Benefits

- Pay for performance (merit increase)
- Paid vacation
- Paid sick leave
- Paid holidays
- Paid health insurance
- Paid dental insurance
- Flexible spending accounts
- Paid life insurance
- Paid short-term disability insurance
- Participation in N.C. Local Government Employees' Retirement System
- NC 401(k), with Town contribution of 5 percent
- 457 Supplemental Retirement Plan
- Employee Assistance Program (EAP)
- Educational assistance (tuition reimbursement)
- Use of Town fitness center
- Discounted Rex Wellness Center rate
- Use of Garner Recreation Center
- On-site annual flu-vaccine clinic
- First-aid/CPR/AED training
- Wellness classes
- At-work walking program
- Town-paid professional training and development
- Town-paid professional certifications/recertifications (based on job)
- Chance to work for or with three nationally accredited departments (Police, Public Works and Parks, Recreation and Cultural Resources)