



Protectors of the PEAK

TOWN OF APEX, NORTH CAROLINA  
*Chief of Police*





## If you are a law enforcement executive who...

- recognizes that law enforcement agencies and communities are experiencing stressors that require innovative leadership;
- understands that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture;
- applies an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation;
- believes that community policing requires “roll up your sleeves” efforts with citizens, visitors, elected officials, Town staff, and officers;
- leads with a “walk the talk” philosophy where accountability starts with one’s self and permeates through the department; then,

***The Town of Apex Chief of Police position could be your next career move.***

The Town of Apex is seeking a Chief of Police who will be a transformative and visionary leader with a focus on increasing trust and partnerships as well as community engagement in this CALEA accredited department. The next Chief of Police must have a track record of proactive and “out-of-the-box” law enforcement leadership that effectively meets community public safety goals, particularly during challenging times. Being merely a manager is not enough. The Chief is expected to be engaged both internally and externally, trusting his or her staff to manage incidents while being skillful in fostering effective relationships with the community, elected officials, Town administration, as well as the command staff, supervisors, officers, civilian members of the department, and partners in multi-jurisdictional agreements. This is the ideal opportunity for the next chief to launch a new era for the Apex Police Department (APD).

## ABOUT THE COMMUNITY

Incorporated in 1873 and located in southwest Wake County, the town was named “Apex” because it was the highest point on a 30 mile stretch of the Chatham Railroad line. Starting in the 1990s, Apex and the surrounding area experienced unprecedented growth following job creation in Research Triangle Park and the nearby large universities. Apex’s population grew from about 5,500 in 1990 to nearly 60,000 in 2019. Growth estimates indicate that the population could double in the next ten years.

Known fondly today as “The Peak of Good Living,” results from a [2020 Citizen Survey](#) indicate that 96% of citizens believe Apex is an excellent or good place to live. Apex is a growing, thriving town working to balance that ‘small town’ feel that so many citizens value with the reality of being a mid-sized community in North Carolina.

The well-preserved downtown business district and the trains that still run through the town are a reminder of the past, while new subdivisions, shopping centers, parks, and businesses have enhanced the lifestyle of Apex residents.

With over 600 acres of parkland, Apex fosters an active community with unique amenities like disc golf, a 24-hour custom designed skate park, and Elevate Fitness course (think Ninja Warrior). Downtown Apex hosts nearly a dozen street festivals and special events throughout the year attracting thousands of attendees. The town celebrates diversity, inclusion and belonging with cultural festivals and events including the Latino Arts Festival, Russian Festival, Black History Month, Women’s History Month, and Juneteenth.

Money Magazine ranked Apex as the #1 Best Place to Live in the US in 2015. The ranking credits high-paying jobs, great schools, affordable housing prices, and more.



## ABOUT THE ORGANIZATION

The Town of Apex is governed by a non-partisan Mayor and five-member Town Council utilizing the council/manager form of government. Town Council sets the policy and direction; the Town Manager oversees the day-to-day operations of the organization. The Town is a full-service Town, offering traditional municipal services as well as Water/Sewer and Electric services.

With AAA bond ratings and excellent stewardship of tax dollars, the Town is regarded as a fiscally responsible and well-managed government with a budget of around \$149.6M in FY 20/21, including enterprise funds for Electric and Water/Sewer. A team of 515 employees, not including part-time and seasonal staff, serve the citizens of Apex across 15 departments.

The Town's [strategic focus areas](#) that guide staff in developing and implementing the annual budget and work plans include:

- High Performing Government
- Healthy & Engaged Community
- Environmental Leadership & Responsible Development
- Safe Community & Reliable Infrastructure
- Economic Vitality

The internal culture of the Town is guided by our “Peak Principles” of Performance, Empowerment, Accountability, and Knowledge which are summed up in this pledge: “We will perform at the highest level by empowering our peers, remaining accountable to each other and those we serve, and continuing the pursuit of knowledge.” More recently, the Town Council has launched an [assessment of Town culture](#) with an eye towards ensuring that

employees can thrive while delivering services in the community. Each department underwent a cultural assessment and the Town has created a strategic response to the findings. More information about the Town can be found at [www.apexnc.org](http://www.apexnc.org).

## ABOUT THE POSITION

The Police Chief reports to the Town Manager. The individual selected will lead a Department of approximately 96 sworn and 23 non-sworn employees with an annual operating & capital budget of \$2.2M. Employees work among three divisions to carry out the functions of the department including administration, investigations, patrol, emergency communications, traffic safety, community services, school resources, and crossing guards, accreditation and compliance, Reserve Officer program, and narcotics programs.

Citizens in Apex feel safe with 98% of respondents in a 2020 survey indicating they felt safe in their neighborhoods while 96% felt safe in the Town overall. Low crime rates create an opportunity for the next Chief to maintain the effective strategies that result in these public safety perceptions while focusing on critical strategic issues.

A recent [departmental cultural assessment](#) has identified strengths as well as opportunities for change in the Apex police department in order to meet the Council goal as an organization where all employees can thrive. As the face of the department, the Chief is expected to play a visible and proactive role in creating a path for the Apex Police Department to be a leader in continuing to build trust and relationships both internally and in the community. Learn more about the department [here](#).





## KEY PRIORITIES OF THE NEXT CHIEF

- addressing core issues that have depressed morale so that all employees feel valued and supported;
- responding to the department's recent cultural study and Council's 14 step action plan with stakeholders using a collaborative approach;
- modeling a culture of accountability for application of effective law enforcement practices which foster a sense of security and respect for citizens and officers alike;
- reinvigorating relationships with the Council, the Town Manager's Office, department heads, as well as local and regional law enforcement and intergovernmental organizations.
- evaluating the department structure, staffing, and practices along with discerning community safety goals and Council priorities to assess what alignment and changes are needed to initiate and implement best practices to meet community needs; and,
- leveraging internal talent of a young department while closing gaps through engaging employees in training, development, and succession planning to prepare for upcoming retirements.

## QUALIFICATIONS

Requires a bachelor's degree in criminal justice, public administration, or other relevant field, and 10 years of progressive law enforcement experience across functional areas such as patrol, internal affairs, administration,

investigations, etc. to include 5 years of executive-level experience at the rank of Captain or higher. Must possess current advanced NC LE certification or be eligible to acquire. A master's degree and executive law enforcement training are preferred. Must 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.

**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 will be:

- engaged, accessible and visible within and across departments and in the community, and enjoys being the face of the department;
- proactive in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- skilled in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem-solving and partnerships;
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders;
- an innovative partner with other Town Departments and Community Leaders;
- able to effectively 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 technology, data-driven approaches to predict and prevent crime, community-oriented policing);
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g. 21st Century Policing, COVID, protests);
- appreciative of the significance of diversity within all aspects of the department and community and has innovative solutions to advocating for attracting, retaining, and promoting outstanding individuals who look like the community they serve;
- able to maintain public confidence in the integrity of the Department.

## SALARY & BENEFITS

The full salary range for this position is \$100,623 - \$166,028 and the Town will offer a competitive salary based on experience and qualifications. The Town also provides generous benefits and leave packages, which can be found [here](#).

## TO APPLY

To apply, visit the [Developmental Associates website](#) and click on the Chief of Police – Apex, NC link. To learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>).

All applications must be 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 but resumes and cover letters should be uploaded through the portal.

Application review begins May 7, 2021. Applicants should apply by May 6. Semi-finalists will participate in virtual assessments June 9-10, 2021 with leadership team interviews following shortly afterward. Candidates can anticipate three hours of interaction on June 9-10, not including preparatory time. We encourage applicants to hold these dates should they be invited to participate. EOE

Recruitment and Selection is being managed by Developmental Associates, LLC. All inquiries should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).

