



# Orangeburg

## South Carolina

979 MIDDLETON ST.

Invites your interest in the position of

# Director of Public Safety



# An Agency of Excellence: Serving With Integrity

## Are you a law enforcement executive who:

- recognizes that advocacy and equity are key concepts both inside and outside the department that ensure engagement and commitment to principled leadership;
- leads with a “walk the talk” philosophy where accountability starts with one’s self and permeates through the department;
- believes that community policing requires “roll up your sleeves” efforts that require building relationships with citizens, visitors, elected officials, Town staff, and officers;
- recognizes that law enforcement agencies and communities are experiencing stressors that require innovative leadership and understands that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish a positive working culture; then,
- ***this Director of Public Safety position could be your next career move.***

The next ***Director of Public Safety*** will lead a dynamic and diverse, CALEA accredited Police Department. The Director of Public Safety is expected to be engaged both internally and externally, trusting his or her staff to manage incidents while remaining engaged with officers, fellow department heads, citizens, and partners in multiple jurisdictional agreements. Public safety staff want a Director of Public Safety who establishes a vision aligned with strategic goals and who is much more than a tactical manager, demonstrating outstanding leadership skills.

## The Community:

Orangeburg is the Orangeburg County seat and has a population of about 13,000 within the larger County of 92,501. Known for its Festival of Roses which brings tourists flocking to the community each Spring, Orangeburg is also the home of OC Tech, Southern Methodist College, and two historically black institutions of higher education: Claflin University and South Carolina State.

Economically, Orangeburg is host to a diversity of employers from government, healthcare, financial services and manufacturing. Demographically, Orangeburg is a majority-minority City.

Culturally and recreationally, Orangeburg is home to Edisto Memorial Gardens and the IP Stanback Museum and Planetarium, which has one of the largest exhibition areas in South Carolina. It also boasts the Orangeburg Civic Ballet, and the County Fine Arts Center. The City is located within easy access to recreational opportunities presented by the newly opened Athletic Complex, the Edisto River, and the close proximity of the beautiful beaches of South Carolina. Consisting of nine square miles, Orangeburg, sits on the north fork of the Edisto River, just 37 miles south of the capital city Columbia and a little more than an hour’s drive to Charleston.





## About the Organization, Department and Position:

The City of Orangeburg operates under a Council-Manager form of government. The City of Orangeburg employs approximately 200 employees across 9 departments and has a total budget of \$26M.

The **Director of Public Safety** who reports to the City Administrator, will be responsible for leading a Department in a community that demands high levels of service and engagement. Currently, the department of Public Safety includes the law enforcement divisions of Patrol, Criminal Investigations, Special Operations, Records, and Fire. An evaluation of the department structure is underway to assess whether maintaining a combined department or separating Fire from Police is most effective.

With its current structure, the Public Safety Department has a \$10.2 million dollar budget, and law enforcement personnel include 62 full-time sworn personnel and 40 full-time civilian positions. There are 17 Fire personnel.

In 2019, the Municipal Association of SC recognized the Orangeburg Public Safety for innovation in community engagement through their Working for Wheels and Rivers Bridge Ramble programs that engage youth and public safety members through earning bikes as well as a community fundraising ride. Carrying out the department motto of “Working Today for a Safer Tomorrow” and realizing the mission to “create and maintain an atmosphere of cooperation with our community through innovative partnerships directed toward a common goal of protecting life and property through professional law enforcement and fire protection services” requires a daily commitment to the values of loyalty, integrity, trustworthy, commitment, courage, and innovation.

With multiple higher education institutions, partnerships between the City’s public safety departments and the schools are critical to ensure students and visitors can enjoy their time while being safe. To learn more about the department, go to <https://www.orangeburg.sc.us/public-safety> .





## Key priorities of the next Director of Public Safety:

- evaluating department structure, staffing, training and promotion programs, standard operating procedures, policies, and practices along with discerning community safety goals and City priorities to assess what alignment and changes are needed to initiate and implement best practices;
- evaluating pay structure, pay compression, and competitive recruitment challenges to advocate for effective and equitable compensation policies for attraction and retention of staff;
- leveraging internal talent while closing gaps through engaging employees in standardized and progressive training, development, and succession planning to prepare to maximize recruitment, promotion, and retention;
- ensuring a community-oriented and problem-oriented policing philosophy permeates all levels of the organization and continues to build community trust; and,
- reinvigorating relationships with the higher education partners, community organizations, local and regional law enforcement and intergovernmental organizations.

## Qualifications:

The City seeks a law enforcement leader with a minimum of 15 years progressive law enforcement experience and 5-7 years of cross-functional and progressively responsible experience including administrative and command work at rank of Captain or higher; a BA/BS degree (Master's degree highly preferred) along with executive law enforcement training (e.g., FBI National Academy, Administrative Officers Management Program, LEEP, etc.). *Individuals must be capable of obtaining Class 1 Law Enforcement Officer certification in the State of South Carolina. Candidates with longer than three (3) years break in full-time law enforcement service will not be considered. More information about SC law enforcement officer certification requirements can be found at: <http://www.sccja.sc.gov/>.*





## The successful candidate is:

- engaged, accessible and visible within and across departments and in the community and enjoys being the face of the Department;
- able to cultivate a collaborative culture within the Department that promotes and lives the values expressed in the vision: fair, transparent, respectful, well-trained, accessible, accountable and responsive;
- 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 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 City Departments and Community Leaders;
- tech savvy, understands and embraces how technology and social media can enhance public safety;
- 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, and community-oriented policing;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends (e.g. Intelligence Led Policing, Eight Can't Wait, 21<sup>st</sup> Century Policing, Community Engagement and Involvement, COVID-19, management of protests, etc.);
- appreciative of the significance of diversity within all aspects of the department and community and has innovative solutions to advocating for competitive compensation and benefits, attracting, retaining, and promoting outstanding individuals who look like the community they serve;
- able to maintain public confidence in the integrity of the Department;
- a visionary who can lead the Department into the future; and,
- a hands-on leader who is not afraid to get “in the trenches” with his or her staff.



## Salary range and Application Process:

The starting salary is expected to be a minimum base of \$94,000 annually with the actual salary depending on the experience and qualifications of the selected individual. The City is committed to a starting salary and total compensation package that will be market competitive. Employees enjoy a competitive benefit package. See more about benefits go to <https://www.orangeburg.sc.us/public-safety/careers/salary-and-benefits>. Residency within City limits is encouraged, and limited relocation benefits are available if needed.

**To apply,** go to

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Director of Public Safety – Orangeburg** link. Additionally, to learn more about the selection process, go to <https://developmentalassociates.com/client-openings/>, select “*Client Openings*” and scroll down to “*Important Information for Applicants.*” All applications must be fully completed listing your time at each rank and submitted online via the Developmental Associates application portal – NOT the City portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. The application closes April 13, 2022. Finalists will participate in virtual interviews and skill assessments on May 19-20, 2022 which will require 3-4 hours of time on those days, not including preparation. Interviews with the City Administrator and his leadership team will follow the week of May 23rd. All inquiries should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).

Orangeburg is an Equal Opportunity Employer.

The selection process is managed by Developmental Associates, LLC.



## Employee Benefits

- **Competitive Salary:** Starting pay grades for both certified and non-certified officers.
- **Medical Insurance:** Choose from two employer-paid Medical, Dental, and Vision options (HDHP / PPO). Family coverage also available to purchase.
- **Life and Long-term Disability Insurance** (employer paid).
- **Pension Plan:** SC Police Officer Retirement System and the SC State Firefighter's Association Retirement Fund.
- **State Deferred Compensation Plan** option available.
- **Short Term Disability** available to purchase.
- **Paid Holidays** (12 paid per year).
- **Military Leave**
- **Flexible Spending Plan**
- **Health Savings Account**
- **Employer subsidized Health Club Memberships**
- **Employee discount for Hillcrest Golf Membership**
- **Tuition Assistance Program**
- **Employee Assistance Program (EAP)**
- **Employee Health Clinic** (free to employees and covered dependents)

