

The City of



Invites Your Interest in the Position of

# CHIEF OF POLICE



The growing City of Mebane, in central NC, seeks an experienced law enforcement professional to join its CALEA accredited police department as its next **Chief of Police (Chief)**.

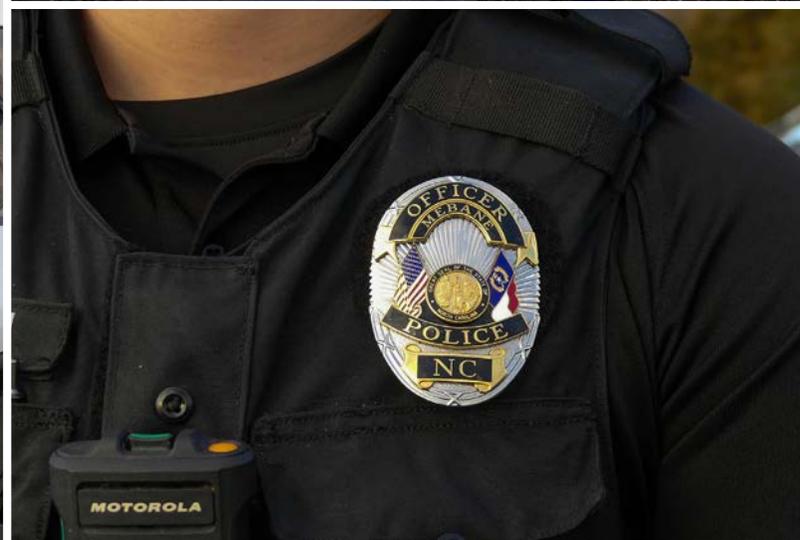
The ideal candidate is one of high integrity with a track record of proactive, positive, and innovative leadership in community-oriented policing. The next **Chief** applies principles of diversity, inclusion, and belonging from program conception through decision-making and implementation. With excellent interpersonal skills, the desired **Chief** demonstrates ability to unite communities around common goals.

As the City continues to prepare for growth, the ideal candidate is a forward-thinking visionary. The next Chief will have the opportunity to facilitate the growth of the department to meet the current and future needs of the City, to include evaluating the adequacy of the physical location and resources. The **Chief** will create and sustain a positive working culture with high regard for employee morale, health, and wellness. The successful **Chief** will immerse him/herself in the historically low-crime rate community, becoming a trusted and respectful leader and holding him/herself and the department to high standards of excellence.

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## About the Community

Incorporated in 1881 as Mebanesville, the City's name was officially changed to Mebane in 1883. From a population of 218 in 1900 to nearly 18,500 today, and with expected growth in excess of 25,000 estimated by 2030, the City of Mebane's rich history as an industrial hub for tobacco, furniture, and apparel continues to propel the city forward. Located in Alamance and Orange Counties and near the capital city of Raleigh, Mebane is a short drive from the mountains to the west and the coast to the east.

Whether you are an outdoor enthusiast or an antique collector, there is much to discover in Mebane. Community members enjoy 310 acres of parks and many golf courses, annual events such as the Dogwood Festival, the popular Fourth of July parade and fireworks, and the magical Christmas parade. Mebane offers vast outdoor recreation opportunities including Lake Michael, a vibrant downtown with unique shops and galleries, and a number of antique merchants for the avid antique collector. Mebane enjoys a growing commercial private sector, amenities, and availability of two public school systems (Alamance Burlington School System and Orange County Schools), private schools, and public charter schools within and very close to Mebane. There are numerous established and new residential developments to call home in Mebane.

Historic landmarks such as the City's Public Library, and a refurbished, historic hosiery mill preserve the historical culture of the city. From 2010 – 2020, Mebane saw a 56.21% increase in its population. Demographically, the city's population is 60% White, 22% African American, 7% Hispanic or Latino, 5% Asian and nearly 8% other race. Mebane's median household income (as of 2021) was \$69,947. At 10%, Mebane's poverty rate is less than the state's poverty rate of 13.4%.

The City of Mebane community members enjoy a wide array of outdoor activities as well as annual parades, festivals and other events, as well as a growing commercial private sector.

Other amenities include:



*More than 300 acres of parks, golf courses and other outdoor spaces . . .*



*a vibrant downtown with unique shops and galleries . . .*



*Lake Michael, a 60-acre lake with multiple fishing piers boat launch, picnic shelters, playgrounds, walking trails and more . . .*



*and historical landmarks, such as the City's Public Library.  
(Mebane Enterprise)*

## About the Organization:

Operating under a Council-Manager form of government, the City Manager reports to the Mayor and five at-large Council members. Mebane's recent growth has increased demands on city services, the cost of which is reflected in the City's [FY 22-23 budget](#) of \$38.2M (General Fund budget of \$28.3M). The City's [long-range plans](#), which support the future growth of the City, include a comprehensive plans for land development, bicycle and pedestrian transportation, transportation, and a downtown vision plan.

## About the Department and Position:

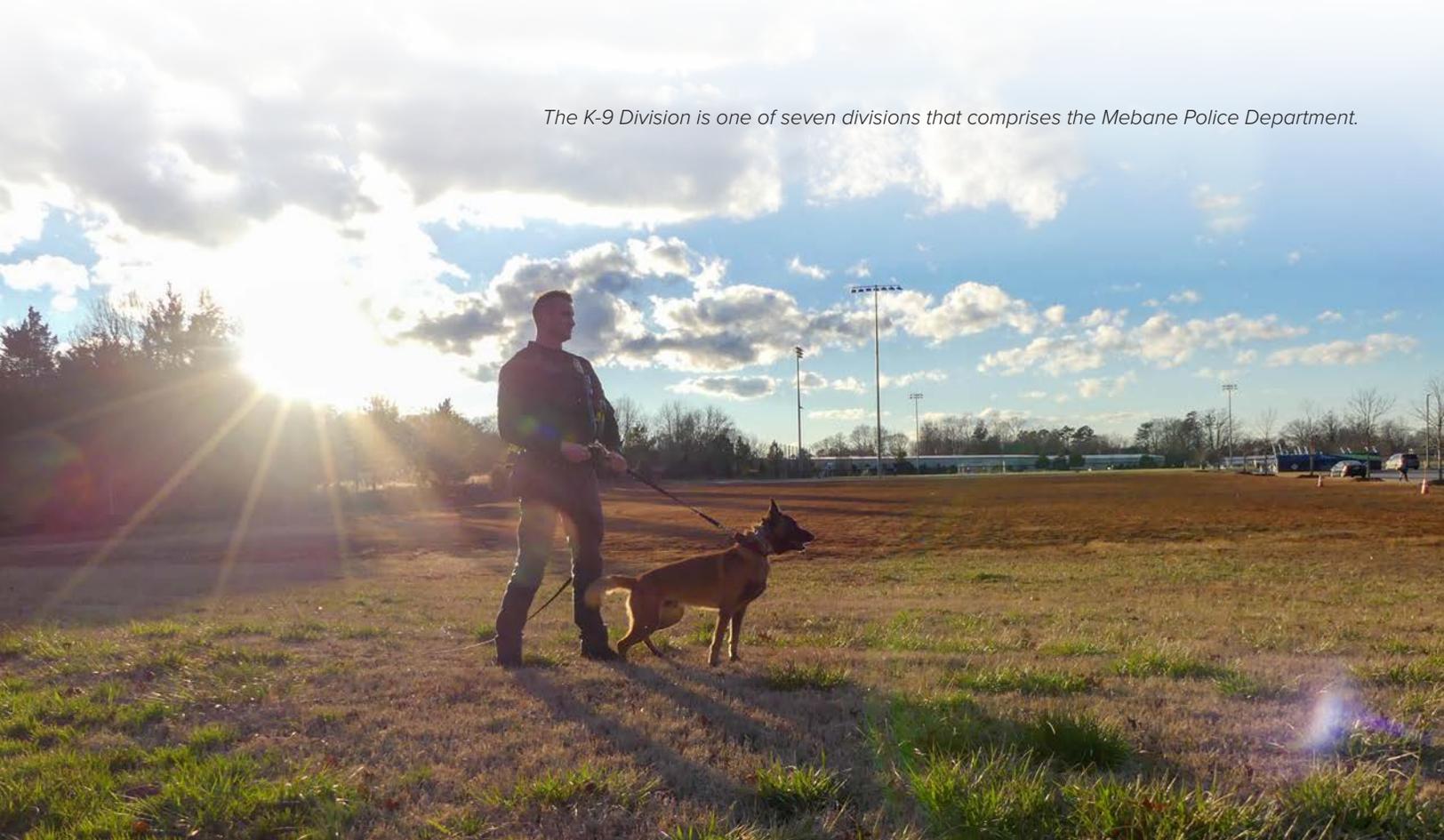
Recently receiving CALEA re-accreditation, the Mebane Police Department consists of 45 sworn positions across the following divisions: Administration, Patrol, Investigations, Vice/Narcotics, K-9s, School Resource Officers, and Animal Control. The department's communication and police dispatch operate through Alamance County's 911 communications system.

*As a part of its dedication to community-oriented policing, the Mebane Police Department is involved in the following community programs, among others: National Night Out, Citizen's Police Academy, and Special Olympics.*

Operating within a community-oriented policing framework, the Mebane Police Department works with the community to create communication bridges, avenues for information-sharing, and implements pro-active,

co-active policing to ensure the highest quality of life for the community. The department is committed to ensuring that the community has access to discussion forums, programs, and personnel to create strong, long-lasting partnerships that meet the needs of community members and visitors thus creating a great community in which to work and live.

*The K-9 Division is one of seven divisions that comprises the Mebane Police Department.*



The department's operations division is its largest division, comprised of 30 Sworn Patrol Officers, 2 Police Canines, and 1 Sworn Traffic Enforcement Officer. The Patrol Division is made up of four teams working a twelve-hour rotating shift. Each patrol shift is supervised by a Sergeant and a Corporal. The Patrol Division is responsible for responding to all calls for service, crime prevention, traffic enforcement, motor vehicle collision investigations, and community engagement. The Traffic Enforcement Team is assigned to the Operations Division and their goal is to maintain the safety of the motoring public. Traffic Officers receive specialized training to better equip them for their assignment such as Lidar Operation, Accident Reconstruction, etc. To learn more about the department, click [here](#).

Reporting to the City Manager, the **Chief** manages the department's \$5.6M budget, a 6.3% increase from the FY 21-22 budget and oversees the department's personnel with 3 direct reports (the Assistant Chief and two Lieutenants).

The next **Chief** will be a strong collaborator — one who is accessible, present, and involved in the community. This professional will be creative in implementing community policing as a philosophy and emulating the principles of such personally. The ideal **Chief** will be recognized by peers as being a highly effective listener who will demonstrate empathy in their interactions with community members and stakeholders. Further, the **Chief's** leadership style will naturally inspire and empower others to unite around a collective vision. This **Chief** must function well in a fast-paced, ever-changing environment and make strategic and swift decisions to ensure the safety of all.



The **Chief** is responsible for overseeing all operational functions of the department, ensuring quality service delivery, while also implementing the long-term strategic vision of the department.

Additionally, the **Chief** works closely with the City Manager and other key stakeholders to ensure that the department's efforts align with the strategic priorities of the City.



## Key Position Priorities:

- Ensure the department continues to be a fully engaged City and community partner – advocating for cohesion among officers both internally and externally in the community while nurturing the unity and trust within the community.
- Recruit and retain diversity among sworn and civilian staff while leveraging internal talent and closing gaps through engaging employees in training, development, and succession planning.
- Evaluate the department’s 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.
- Utilizing results and changes from a recent pay study, assess and advocate for short and long-term solutions to competitive pay and compression issues along with other work factors to improve morale, retention, and recruitment.
- Implement best practices to improve departmental processes and communication — establishing and upholding a culture of equity, transparency, and accountability.



## 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 at the command level and at least 5 years of budget development/management experience. 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:** An officer holding probationary certification may not laterally transfer from one law enforcement agency to another. The probationary period must be completed in its entirety at the same agency. If an officer terminates employment with one agency before his or her year is up, then he or she must start a new probationary period at the new agency. 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 transferees will be evaluated to determine the amount and quality of their training and experience. At a minimum, out-of-state candidates must have two years of full-time, sworn law enforcement experience and 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;
- an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities;
- a leader who “walks the talk” on community-oriented policing strategies and initiatives both with staff and the community;
- experienced working in a council-manager form of government and has expert skills in navigating the complexities of varying roles (e.g. need for building relationships, educating Council, clear communication, ensuring mutual trust);
- skilled in leveraging internal talent while closing gaps through engaging employees in training, development, and succession planning to improve retention and prepare for upcoming retirements;
- able to demonstrate personal responsibility and leadership initiative that led to crime reduction and strong community relationships in current or past positions;
- experienced across functional areas such as accreditation, patrol, support investigations, crisis units, or other specialized units;
- consistently updating personal knowledge regarding public policy, public perception, and law enforcement trends and ensuring that knowledge is shared with stakeholders (e.g. Intelligence-Led Policing, Eight Can't Wait, 21st Century Policing, Community Engagement and Involvement, pilot programs for non-LE response teams, COVID-19, management of protests);
- skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints;
- appreciative of the significance of diversity within all aspects of the department and community and has developed innovative solutions to attracting, retaining and promoting diversity, equity and inclusion;
- an outstanding communicator verbally and in writing with well-developed interpersonal skills and abilities; and,
- goal oriented, possessing high standards of self and others, thriving in a culture of high-performance expectations and personal accountability.



## Salary and Benefits:

The hiring range for the position is \$99,754 - \$154,617, commensurate with education and experience. The City of Mebane offers a comprehensive benefits package that includes medical, dental, vision, State retirement, 401k retirement savings plan, and tax-free reimbursement accounts. The Police Chief is required to establish residency within the corporate limits of the City within a period of twelve (12) months from the date of employment.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – City of Mebane, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings> select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the City Employment Application 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. Applicants are encouraged to apply by February 27, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on March 27-28, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.

All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).



The City of Mebane is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC