



# Thomasville

## North Carolina



Invites your interest in the position of

# Chief of Police





The small-town community of Thomasville in central NC seeks an experienced and ethical law enforcement executive to lead its police department as the next **Chief of Police**. The **Chief** must be highly competent in policing methods, a genuine leader with excellent communication skills who remains calm in crisis and demonstrates impeccable decision-making and problem-solving skills. The **Chief** must also have a keen understanding that department morale drives recruitment, retention, and excellence in service delivery and actively works to establish and maintain a positive working culture. With significant experience building high functioning teams where members feel valued and appreciated, the next **Chief** will establish a work culture that eliminates silos, ensures equity, unites staff around a common vision and elevates the needs of its staff while also strategically planning for the short and long-term needs of the department.

The next **Chief** will join a department committed to excellence and will effectively balance building relationships within the community while ensuring the safety of the community overall. The **Chief's** experience must have depth and breadth - from experience equipping staff to address and respond to social justice issues such as homelessness to implementing effective response protocols – the **Chief** will have demonstrable success in proactive methods to support emergency response and crime prevention. The department desires an honest and approachable Chief who is confident and steadfast in his/her skills, expertise, and approach to community policing methods. The successful **Chief** will effectively lead and invigorate the department with a community policing mindset that embodies the principles and pillars of the 21<sup>st</sup> Century Policing philosophy.

### About the Community:

Located in Davidson County in the piedmont area of North Carolina, the City of Thomasville, known as the “Chair City,” has a rich history of furniture manufacturing. It's neighbor, the City of High Point, just 6 miles away, is also a hub for the furniture industry. Established in 1852, Thomasville celebrated its 150th birthday in 2002. An 1840's decision to pass a state tax to fund a railroad system through the area led to the founding of the community. North Carolina State Senator John W. Thomas had the foresight to realize that Thomasville would be a great place to start a community, right along the tracks in almost the geographic center of the state.

In fact, the oldest remaining railroad depot in NC is in downtown Thomasville. Built in 1870, the restored structure is on the National Register of Historic Places. It currently houses the Thomasville Visitors' Center. As Thomasville's furniture manufacturing industry has declined over the years, the City's establishment of the Historic Preservation and Tourism Commissions has helped the local economy while increasing public awareness of the importance of preservation, especially Thomasville's historic downtown district.



Thomasville's 27,183 community members are 57% white, 20% black, 17% Hispanic/Latino, 1% Asian and 4% other. Community members and visitors enjoy dining at one of Thomasville's great restaurants, visiting the City's iconic landmark – "The Big Chair," exploring vintage and antique shops, train watching or experiencing nature through one of Thomasville's walking trails. Thomasville's best-known site, "The Big Chair," is a 30-foot replica of a Duncan Phyfe armchair, one of three local historic landmarks. The chair, located in the heart of downtown Thomasville, is not only symbolic of the furniture industry's presence in the area, but has also held the distinction of being called the world's largest chair.

The City of Thomasville hosts a variety of sports and recreational opportunities including the Lake Thom-A-Lex Park, and Winding Creek Golf Course. In addition, the Thomasville Parks and Recreation Department maintains more than 106 acres of recreation property in the city. These acres include five playgrounds, three tennis courts, a 7,000 square-foot skate park, six outdoor basketball courts, one gymnasium, two recreation centers, one professional-size baseball field, one football stadium, one administrative office building, and seven athletic fields. Another Thomasville landmark, the historic Finch Field, built in 1935 is home to the High Point-Thomasville HiToms, a collegiate summer baseball team in the Coastal Plain League which draws thousands of community members and visitors together to watch the games every summer. Serving as a major league affiliate for the Cincinnati Reds, Philadelphia Phillies, Minnesota Twins, and Kansas City Royals, the HiToms organization has featured 42 players who spent time in the major leagues.

Just 32 miles from Thomasville, High Rock Lake is the northernmost of the Uwharrie Lakes and the second largest lake in North Carolina behind Lake Norman. Its water surface covers 15,180 acres and there are 365 miles of shoreline. It begins at the confluence of the Yadkin River and the South Yadkin River. The lake's name is derived from neighboring "High Rock Mountain," the tallest mountain in the Uwharrie Mountains. The lake serves as a reservoir for hydroelectric power generation. This 15,000-acre reservoir on the Yadkin River provides excellent boating and fishing opportunities for bass, crappie, striped, bream, catfish, and bait.

Families have local public-school options for their children within the Davidson County public school system and City of Thomasville schools with various other charter and private school options available in surrounding communities including neighboring High Point. Secondary education opportunities begin with High Point University (HPU), less than 20 minutes from Thomasville. As the premier life skills university, HPU enrolls nearly 5,000 students with a 15:1 student to faculty ratio and prides itself on equipping students for the real world. For those seeking a 2 year or transitional education, the Davidson-Davie Community College, located near Thomasville provides innovative and equitable learning experiences to empower individuals, transform lives, and prepare students for enhanced career and educational opportunities within a changing global community.







## About the Organization, Department and Position:

The City of Thomasville operates under the Council-Manager form of government with the City Manager reporting to the Mayor and seven at-large elected officials. The city employs over 300 employees, including the Chief of Police position, across 12 departments. The projected FY 22-23 general fund budget of approximately \$56M is supported by a tax rate of \$.62 per \$100 of assessed tax value.

The Thomasville Police Department (TPD) has the responsibility of providing a diverse variety of services and police functions to the community including protecting the rights and liberties of citizens, preventing, and controlling crime, arresting offenders, aiding citizens in distress, resolving conflicts, and maintaining general order for the safety of all citizens.

In his/her daily efforts, the **Chief** will elevate the department's mission to protect and serve the Thomasville community, creating a safe environment through partnerships and safeguarding the rights of all individuals. The **Chief** is responsible for managing the department's budget of approximately \$10M and a staff team of 74 (68 sworn officers and 6 civilian staff members). The [Department's organization](#) is divided into three major components under the Office of the Chief, the Field Operations Bureau, and Investigative/Support Services Bureau.

The next **Chief** will be a strong advocate for the department and will hold him/herself and the department to high standards of excellence ensuring accountability to the TPD's values:

- **Integrity:** The practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values to all those we serve.
- **Courage:** The attitude of facing and dealing with anything recognized as dangerous, difficult, or painful, instead of withdrawing from it; quality of being fearless or brave; valor.
- **Loyalty:** Signifies a person's devotion or sentiment of attachment to a particular object, which may be another person or group of persons, an ideal, a duty, or a cause.
- **Professionalism:** The combination of all the qualities that are connected with trained and skilled people.
- **Accountability:** An obligation or willingness to accept responsibility or to account for one's actions.

The next **Chief** will bring unique and innovative approaches to building a foundation of trust between the department and the community – carefully navigating the perspectives of various population groups and educating the community on the mission, values, and strategy of the department. A collaborative, solutions-oriented leader who willingly engages with key stakeholders and other regional law enforcement agencies is essential.



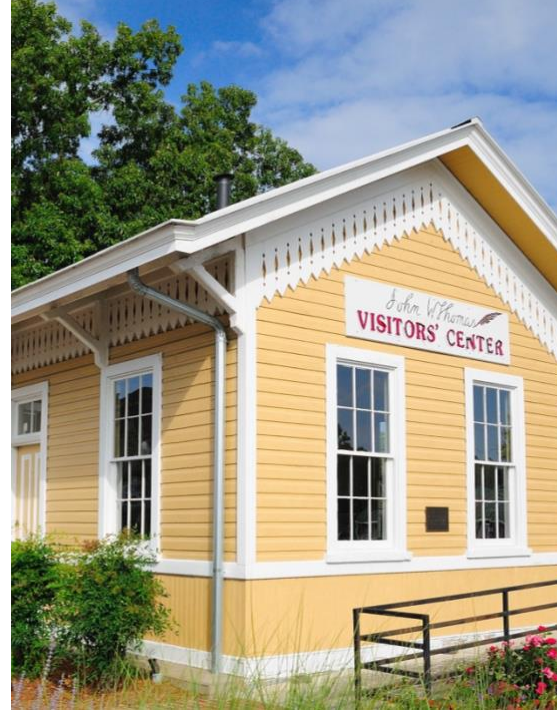
## Key Position Priorities:

- Assess staffing levels, compensation, training, and work factors and advocate for short- and long-term solutions to improve morale, retention and recruitment and further position the department as a competitive employer.
- 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.
- Elevate community safety by responding and implementing innovative approaches to the challenges of crime, poverty, and homelessness – implementing changes in departmental policing methods, community immersion and education and collaboration with community stakeholders.
- Create and model a culture of accountability for application of effective law enforcement practices which foster a sense of security and respect for community members and officers alike.
- Implement best practices to improve departmental processes and communication – establishing and upholding a culture of equity, diversity, and inclusion while ensuring transparency and accountability.

## Qualifications:

The City of Thomasville seeks a law enforcement leader with a minimum of 10 years of 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 is **required** while a Master's degree is preferred. Executive law enforcement training (e.g. FBI National Academy, SMIP, FBI LEEDA, Administrative Officers Management Program, etc.) **is highly preferred**. *Candidates **must** have current certification as a municipal or local government law enforcement officer by his/her respective state or with no more than a three-year break in full-time sworn service at time of appointment.* Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification. A valid NC driver's license **is required** or the ability to obtain a valid NC driver's license within 60 days of relocating to NC.

- **Transfers:** 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:

- a natural in developing trust among members of the community and the police department while leveraging opportunities for collaborative problem solving and partnerships;
- able to demonstrate personal responsibility and leadership initiative that led to crime prevention and strong community relationships in current or past positions;
- 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;
- skilled in applying an equity lens that infuses principles of diversity, inclusion, and belonging from program conception through decision-making and implementation and has developed innovative solutions to attracting, retaining and promoting diversity, equity and inclusion;
- 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);
- experienced across functional areas such as patrol, investigations, crisis units, or other specialized units;
- skilled in engaging employees in training, development, and succession planning to improve retention;
- 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;
- a natural collaborator who easily and effectively collaborates with other City departments and department heads;
- 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 anticipated hiring range for the Chief of Police is \$80,000 - \$100,000. The pay range for the position is \$74,293.27 - \$126,298.74. The City of Thomasville is currently conducting a salary classification and pay study. The City offers a comprehensive benefits package including health, vision and dental insurance as well as enrollment into the State Retirement Plan through the [NC Local Government Employees Retirement System](#) and longevity pay after 1 year of service. There is no residency requirement but after-hours response to emergencies is expected for the role.

**To apply**, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – City of Thomasville, 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 Town 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 must apply by March 20, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on April 18 – 19, 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 Thomasville is an Equal Opportunity Employer.

The recruitment and selection process are being managed by [Developmental Associates, LLC](#).



## Summary of Employee Benefits

- City paid Employee Group Health Insurance
- City paid Employee Vision
- City paid Life Insurance Policy
- Dental Insurance
- Voluntary Cancer, Dental, LTC, Intensive Care, Specified Event, Hospital Indemnity, Accident, Return of Premium Rider, Disability Rider, STD and Life Insurance Policies
- Group savings for Auto and Home Insurance
- Various Voluntary Life Insurance Policy options by payroll deduction
- Paid Holiday Leave
- Paid Sick Leave
- Paid Vacation Leave
- Shared Leave
- Employer Paid Civil Leave
- Overtime Pay, On-Call Pay, and Compensatory Time Accrual
- Incentive Pay for Educational Achievement
- Career Ladder Opportunities
- Employer paid Career Development
- Employer paid Longevity Pay after one year of Service as of November 15th
- Enrollment into the State Retirement Plan through the NC Local Government Employees Retirement System
- NC 401k and 457 Retirement Plan
- Membership to the Local Government Federal Credit Union
- Employee Assistance Program with Financial, Legal and Personal Assistance 24/7
- Employee Service Award Program
- Acceptance of qualified transferred Sick Leave from other NC Governmental entities
- Uniform Allowance
- Wellness Program
- Onsite Flu Clinic and COVID-19 Testing Clinic