



Kernersville North Carolina



Invites your interest in the position of

Chief of Police



The Town of Kernersville – in the Triad area of NC – seeks a patient and genuine law enforcement leader to serve as its next **Chief of Police**. The **Chief** must be an excellent communicator, highly competent in policing methods, who remains calm in crisis and demonstrates impeccable decision-making and problem-solving. The next **Chief** will immerse him/herself in an actively engaged community which highly values and appreciates its police department. The **Chief** will commit to continuing and enhancing the department’s legacy of community trust, engagement and positive relationship building while strategically planning for impending growth within the community and engaging the community in that process.

The **Chief’s** experience must have depth and breadth - from experience equipping staff to address and respond to social justice issues to implementing effective response protocols – the **Chief** will have demonstrable success in proactive methods to support emergency response and crime prevention. This leader will embrace the culture of the Kernersville Police Department – a cohesive department with high morale in a strong financial position. Department staff desire a humble and approachable leader who is recognized by their current or former staff as being an inspiration – a leader who is steady, highly respected and trusted. This law enforcement professional identifies with and recognizes the importance of continued education and development and will elevate the department to be a learning agency that seeks and utilizes best practices in law enforcement.

About the Community:

The Town of Kernersville, known as the “Heart of the Triad,” is rich with history and tradition and filled with innovative ideas, spirit, and civic pride. Located in Forsyth County with a population of 26,449 (2020 U.S. Census), Kernersville is the largest suburb of Winston-Salem. A portion of the town is also in Guilford County. As the community continues to grow, Town leaders have been sensitive to preserve the culture of the community including protecting and growing the town’s green spaces.

The Ivey M. Redmon Athletic Complex which spans 103 acres is only one-third developed and is home to a cross-country course that has hosted high school state and ACC cross-country meetings. The Kernersville Soccer Association and the town’s own softball leagues host their games at this complex. Neighborhood parks include the 4th of July Park, Harmon Park, Civitan Park, Old Kernersville Lake Park and Century Lake Park. The Town’s 4th of July Park includes tennis courts, basketball courts, picnic shelters, an extensive skate park and the Vivian F. Bennett Dog Park. Both the 13.9 acre Old Kernersville Lake Park and 10-acre Century Lake Park feature fishing opportunities on spring-fed lakes. Declan’s Playground is the area’s largest playground, located at Harmon Park. The town also maintains a 12,000-square-foot recreation center and a 3.6 mile mountain bike trail draws community members and visitors of all ages.

Just outside the town limits is the extensive Triad Park, which is a shared effort of Forsyth and Guilford counties. Triad Park includes the veterans' memorial Carolina Field of Honor, a massive amphitheater, hiking and bicycle trails and a variety of picnic shelters and other amenities. The most extensive recreational facility in town is the 90,000-square-foot Kernersville Family YMCA which features two double gymnasiums, a state-of-the-art fitness center, two indoor and two outdoor pools, athletic fields and indoor and outdoor tracks.

Kernersville is a tight-knit community where its community members are eager to gather on Friday nights during high school football season to watch and cheer on the local teenagers. Community members are 67% white, 15% Black and 10% Hispanic/Latino, 4% other and 2% Asian. From food markets to boutique shops and art galleries, downtown Kernersville boasts the talent of its community members. Hometown restaurants, fine eateries, bakeries, and more are found in this unique town.

Families can choose from schools within the Winston-Salem/Forsyth County public school system for their children's education or explore one of the area's other schools including Triad Baptist Christian Academy or the North Carolina Leadership Academy, a tuition-free charter school in the Piedmont Triad area. Secondary education opportunities near Kernersville include Forsyth Technical Community College offering education, training and retraining for the workforce including basic skills and literacy education, occupational and pre-baccalaureate programs. High Point University (HPU), just 20 minutes from Kernersville, is 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. Wake Forest University (WFU), also 20 minutes from Kernersville is a private university in Winston-Salem with nearly 9,000 students. WFU is ranked as one of the top 30 National Universities for the 27th consecutive year. Many other colleges and universities in proximity to Kernersville are known for their outstanding programs such as Elon University, Winston-Salem State University, UNC-Greensboro and more.





About the Organization, Department and Position:

The Town of Kernersville operates under the Council-Manager form of government with the Town Manager reporting to six at-large elected officials, the Mayor and the Board of Aldermen. The Town employs 280 employees, including the **Chief** of Police position, across 9 departments. The FY 22-23 general fund budget of \$43.2M is supported by a tax rate of \$.559 per \$100 of assessed tax value.

The Kernersville Police Department (KPD) houses its base of operations in the Stockton Law Enforcement Center. The entrance of the Center is flanked by the Protector Statue inscribed with the words "to wear the badge is a choice; To serve the public is an honor." This statue symbolizes the trust and confidence that the community members of the Town of Kernersville can expect.

Located in the heart of the downtown area, the KPD is steeped in time-honored tradition and history. An officer can still be seen walking the beat downtown, standing at attention with head bowed and hand over their heart as a funeral procession goes by and where vehicle unlocks and jump starts are still a service to community members.

The KPD's highest priority is protecting the freedom and constitutional rights of the community members as guaranteed by the Constitution of the United States of America. Through dedicated service to the community and by upholding the integrity, provide and professional standards of the Town of Kernersville municipal system, the department staff fulfill this mission. Department staff hold their appointments as a symbol of public faith and trust. They maintain a courteous attitude in the performance of their duty commensurate with their highly visible role in the community as public employees.

The department strives to provide a higher level of service by starting and supporting initiatives which help raise the quality of life of the Kernersville community. From coffee or lunch with a Cop to shopping with a Cop to a collaborative food pantry drive and community education programs, the KPD is deeply passionate about its service both to and within the community of Kernersville.

Managing the department's budget of \$10.4 million and overseeing a staff of 90 (71 sworn officers, 19 non-sworn), the **Chief** will uphold the department's mission to ensure police services are provided for, and with, the community in a legal, ethical and professional manner. A collaborative, solutions-oriented leader, the **Chief** willingly engages with key stakeholders and other regional law enforcement agencies.

The **Chief** will evaluate and assess crime trends and proactively address crime in Kernersville that filters in from surrounding areas while maintaining safety in the Town. The next **Chief** will utilize best practices to improve communication within the department and the community with an emphasis on improving consistency, methods, and policies for communication through social media platforms.

Key Position Priorities:

- Create and facilitate a mentoring and leadership development training program – showcasing a commitment to continued training and professional development for staff in order to build skills, achieve performance excellence, develop staff for promotional opportunities and varied job assignments.
- Support the mental health of staff by ensuring availability and accessibility of resources, equipping staff to respond to the mental health needs within the community, and fostering a transparent culture of mental health awareness and education both within the department and the community to reduce stigmas.
- Utilizing recent pay increases as a recruitment tool, 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.
- Ensure the department continues to be a fully engaged town and community partner – advocating for cohesion among officers and Town leadership and collaborating with other agencies to continue to promote unity within the community and to address community concerns.
- Foster a culture of excellence, fairness, and accountability by maintaining an open-door policy, building trusting relationships with officers and department staff, and utilizing effective active listening skills to ensure staff feel heard, valued, and honored.

Qualifications:

The Town of Kenersville 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**. Executive law enforcement training (e.g. FBI National Academy, SMIP, FBI LEEDA, Administrative Officers Management Program, etc.) **is 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: All candidates must meet the minimum standards outlined above in terms of education and experience for the Chief of Police position. The NCDNJ specifies minimum training and standards for law enforcement officers. Candidates must also meet the following: 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 who wish to be a North Carolina law enforcement officer 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 Town 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 \$109,416 – \$120,000. The Town offers a comprehensive benefits package including health and dental insurance as well as participation in the Contributory Retirement System (LGERS) with an employer match. Residency within the Town limits is preferred but not required. An acceptable response time to after-hours emergencies *is required*.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief of Police – Town of Kernersville, 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 April 6, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on May 4-5, 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. The Town of Kernersville is an Equal Opportunity Employer.

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



Summary of Employee Benefits

- **Vacation Leave** – accrual rate based on schedule/length of service
- **Sick Leave** – accrual rate based on schedule
- **Paid Holidays**
- **Contributory Retirement System (LGERS)** – employee contributes 6% with additional employer contribution into the plan
- **401(k) Deferred Compensation Plan Eligibility**
- **457(b) Deferred Compensation Plan Eligibility**
- **Medical/Hospitalization Insurance** – Dependent coverage available
- **Dental Insurance** – Dependent coverage available
- **Short Term Disability** – Voluntary Long Term Disability available
- **Life Insurance coverage** – Voluntary Supplemental Life Insurance available
- **Voluntary Vision Coverage** available
- **Employee Assistance Program**
- **Credit Union Membership Eligibility**
- **Education Tuition Assistance**
- **Progressive Pay Plan**
- **Annual Bonus**
- **Employee Birthday Gift Certificate**
- **Annual Employee Outing**