



Morrisville  
Live connected. Live well.

## THE TOWN OF MORRISVILLE, N.C.

Invites Your Interest in the Position of

# POLICE CHIEF



Morrisville



2021





**Morrisville**  
Live connected. Live well.

## Growing Research Triangle Community Seeks **Chief of Police**

You could be the next **Chief of Police** of the Town of Morrisville, NC Police Department if you...

- Have excellent interpersonal skills and the ability to work collaboratively with residents of diverse cultural and backgrounds, and tenure in a community that is rapidly growing and evolving.
- Are diplomatic and effective in advocating for the needs of the department and employees.
- Have a track record of building trusting community and interagency relationships.
- Are interested in implementing innovative and creative approaches to recruitment and retention.
- Are engaging and inclusive of staff perspectives in Departmental decision-making.

The Town of Morrisville is seeking a **Chief of Police** who will be a visionary and collaborative leader with a focus on engaging members of a diverse community, increasing regional partnerships, using technology and data to meet public safety goals, and being an enthusiastic advocate for the Department's resource needs.

The next **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.





## About the Community:

Morrisville's population has increased from around 5,000 residents in 2000 to over 32,500 in 2024, making it one of the fastest-growing towns in North Carolina. It has become one of the most racially diverse communities in the state, with a racial composition that is 46% Asian, 35 % White, 10% African American, % Hispanic or Latino, and 6% Two or More Races, as well as one of the most affluent, as well as one of the most affluent, with a median household income of \$125,000, nearly double the statewide median of \$70,804.

With an area of approximately 10 square miles and located in Wake County between Raleigh and Durham in the Research Triangle region, Morrisville is nestled between the beaches and the mountains of NC with a year-round temperate climate. The region offers multiple universities, major corporations, medical centers, museums, theaters, and outdoor activities. Morrisville is in the heart of the Research Triangle, with access to employment centers like Research Triangle Park and major transportation hubs such as Interstates 40, 885, 85 and 540, Raleigh-Durham International Airport, and the state capital. Morrisville has quickly established itself as a hub for bio-manufacturing and life sciences in its McCrimmon Parkway corridor, and the town is often mentioned in discussions with Boston and San Francisco as a leader in supporting these industries.

"Live Connected. Live Well." is the Town's motto. When surveyed, residents communicated that they value the connection they feel in the Town - the connection they have to global businesses, opportunities, parks, open space, and most importantly, each other. Morrisville is a place to gather, talk with neighbors, and engage with Town leaders. It is a warm and welcoming community. The community embraces small-town ideals with the conveniences and amenities of a metropolitan city available in town or with easy access nearby.

Church Street Park  
is one of six parks  
managed by the Town.

## TOWN ACCOLADES

Morrisville has been one of the fastest growing and most diverse towns in North Carolina. Recognized as an All-America City by the National Civic League in June 2021, Morrisville was one of only 10 communities nationwide to earn this recognition. Morrisville's many accolades include the following:

**No. 10 Best Small City** in the U.S. to Start a Business by WalletHub.com (2023).

**No. 5 Best Place to Live for Families** by Fortune Well, a living and wellness subsidiary of Fortune.com (2022).

Rated by Niche.com as the  
**No. 1 Best Place to Live in North Carolina** in 2022 and 2021.

Money magazine ranked Morrisville as the  
**No. 10 Best Place to Live** in the United States (2020).

WalletHub.com ranked Morrisville the **No. 3 Best Place to Raise a Family** in North Carolina (2019).







A warm and welcoming community, the Town of Morrisville hosts events year-round celebrating and honoring cultural holidays, as well as events designed to foster community and provide fun entertainment options for everyone. “S’Morrisville” Day (above left) is a free, family-friendly event featuring s’mores, inflatables, and crafts! The Diwali Festival (above right) is celebrated with food, fireworks, colored sand, special candles and lamps. Holi (below), welcomes spring and gives people the chance to release inhibitions and enjoy a new beginning. *(Photos: Keenan Hairston)*





## About the Organization:

The Town of Morrisville is governed by a seven-member Town Council using the Council/Manager form of government. The Town Council sets the policy and direction, and the Town Manager oversees the organization's day-to-day operations, which consists of a team of 246 employees across 13 departments, not including part-time and seasonal staff. The [FY2025 approved budget](#) of \$59.5M is supported by a property tax rate of .35 cents per \$100 of assessed valuation.

The strategic focus of Morrisville is guided by the community vision established in the [2017 Connect Morrisville Strategic Plan](#) and renewed in the 2021 update. The six strategic goals for Morrisville are Improved Transportation Mobility, Thriving Livable Neighborhoods, Engaged, Inclusive Community, Public Safety Readiness, Operational Excellence, and Economic Prosperity. A 2022 Community Survey indicated that 94% of residents think Morrisville is a good or excellent place to live. The Town also relies on its [Comprehensive Transportation Plan](#), [Land Use Plan](#), [Capital Investment Program](#), and other policies adopted by the Town Council to guide its work.



The successful candidate personally “walks the talk” on community-oriented policing initiatives and holds staff accountable.





## About the Department and Position:

The Morrisville Police Department (MPD) is a CALEA-accredited law enforcement agency. The MPD is committed to maintaining safe and secure neighborhoods through the delivery of professional law enforcement services in partnership with its residents, businesses, and other stakeholders. MPD's core values of courage, integrity, and professionalism serve as the foundation for providing the highest standard in services while recognizing the need to treat everyone in the community with respect and dignity. Recognizing the necessity of educating the public for the short and long-term well-being of the community, the Department sponsors an 8-week Community Police Academy to give a thorough overview of the department to interested community members.

Reporting to the Assistant Town Manager, the Chief of Police will lead a department with an approximate annual budget of \$6.6 M and 49 full-time personnel who work in the divisions of Patrol Operations and Support Services, each overseen by a Captain (the full organizational chart can be found [here](#)). The next Chief will perform complex professional and administrative work in the leading, planning, implementing, and supervising of the programs and personnel of the Police Department. As a member of the Town Manager's Leadership Team, the Chief will be responsible for helping formulate long-range goals for the organization, developing policy and procedures in support of the core values of the Town, and working collaboratively with other Town departments to effect positive change and to best serve the community through operational effectiveness and efficiency. The Chief will regularly interact with residents, businesses, and other stakeholders, including the Town Leadership Team, the Public Safety Advisory Committee, and Town Council, to share updates on Police Department operations and to ensure a clear understanding of the perspectives of those the department serves.

The next Chief must be comfortable dealing with town and organizational growth, evaluating and assessing internal and external short-term needs while establishing a long-term vision through strategic planning, and managing community issues such as meeting the cultural needs of a diverse population and the logistical factors of serving a community impacted by ongoing development.

A photograph of a smiling couple standing at an outdoor community event at sunset. The man is wearing a tan button-down shirt, and the woman is wearing a white sari with a pink floral pattern and a gold necklace. They are both smiling warmly at the camera. In the background, other people are visible, some taking photos, and the warm glow of the setting sun creates a bokeh effect in the trees.

The successful candidate embraces a community of diversity and has a track record of proactively bringing stakeholders with differing values and cultures together.

*(Keenan Hairston)*



## Key Position Priorities:

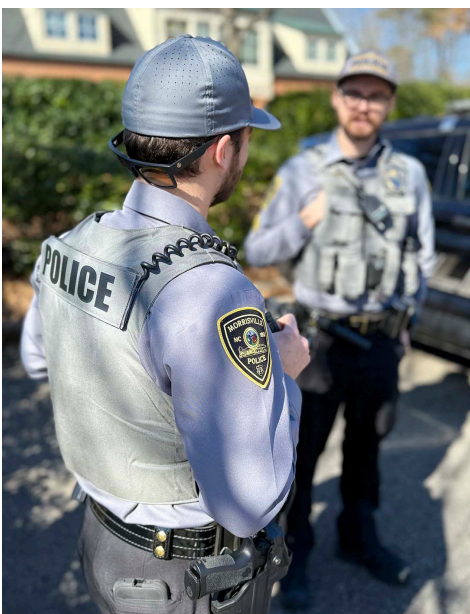
- Focusing on improving recruitment and retention, including by implementing innovative or creative solutions as well as advocating for Departmental needs.
- Building and maintaining relationships with other local and regional agencies to improve coordination and area public safety.
- Enhancing Departmental data analysis capabilities.
- Continuing the robust Community-Oriented Policing focus to maintain public support and productive working relationships with a diverse population.

## Minimum Qualifications:

- A BA/BS degree in criminal justice, business administration, or a related field is required
- Minimum of 10 years of progressive law enforcement experience with 5-7 years of cross-functional and progressive responsibility in leadership within law enforcement.
- Certification as a sworn law enforcement officer by the State of North Carolina or the ability to obtain certification within twelve months of employment is required
- Possession of a valid North Carolina driver's license, or possession of a valid license from another state AND the ability to obtain a North Carolina driver's license within 60 days of establishing residency (per NC law).

## Preferred Qualifications:

- A master's degree is preferred.
- A minimum of 3 years of Administrative or Command experience as a chief or the second in command position of a similar-sized or larger department.
- North Carolina Advanced law enforcement certification such as FBINAA, AOMP, or SPI.



*The next Police Chief will lead a department of 49 full-time personnel.*



## The Successful Candidate

- Is engaged, accessible, and visible within and across departments and in the community, and enjoys being the face of the Department;
- Is skilled in developing trust among community members and creating opportunities for collaborative problem solving;
- Has a proven track record in developing and supporting staff to achieve excellence and proactive policing through building strong working relationships and programs for strategic succession planning, training, responsibility, productivity, morale, and retention;
- Develops and maintains collaborative partnerships with community organizations, homeowner associations, the Wake County Sheriff's Office, other municipalities, nonprofit organizations, and social service agencies to leverage resources and maximize quality of life opportunities, ensuring that the Morrisville Police Department is fully engaged and a vital part of the community.
- Is experienced in systematic evaluation of department organization, staffing, resources and service levels to implement effective plans that maximize current assets
- Is up-to-date on evidence-based practices in law enforcement (e.g., body cameras, mental health training, use of force, etc.) and has a track record of evaluating and making appropriate recommendations to ensure optimal departmental responses;
- Understands and uses crime data statistics and other performance metrics to evaluate operations, identify trends, needed resources, develop benchmarks, and measure performance of established policing goals;
- Understands the significance of diversity within all aspects of the Department and has a proven track record of developing innovative solutions to attracting, retaining, and promoting diversity;
- Is tech-savvy and understands and embraces how technology and social media can enhance effective law enforcement;
- Has experience working in a council-manager form of government and skills in navigating the complexities of varying roles;
- Is experienced across functional areas, including patrol, support services, investigations, and other specialized units;
- Is skilled in budget development and management, policy development and application, and progressive policing strategies despite budget constraints;
- Is an excellent communicator both verbally and in writing and possesses well-developed interpersonal skills and abilities;
- Is an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities;
- Thrives in a culture of high expectations and personal accountability and has a track record of developing the same departmental standards as a highly accomplished law enforcement leader.
- Has advanced knowledge of professional police practices, including accreditation management.
- Participates as an active member of a lead professional police association such as IACP.



## Salary and Benefits:

The hiring range is \$155,000 – 185,000. Base salary and compensation are negotiable within the range based on experience and qualifications. Residency within 15 miles of Town limits (exception considered at the approval of the Town Manager). Information about benefits can be found [here](#).

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>, and click on the title

**Chief of Police – Town of Morrisville, NC.**

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Town’s employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply **April 13, 2025**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **May 8-9**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com)

The Town of Morrisville, NC is an Equal Opportunity Employer



*The Town of Morrisville’s greenways offer great opportunities for relaxation, exercise, and recreational play.*



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings,” and scroll down to “Important Information for Applicants.”