



FULL LIFE. FULL FORWARD.
FLORENCE
SOUTH CAROLINA

Florence

South Carolina

Invites your interest in the position of
Chief of Police



Are you a law enforcement professional who:

- ✓ Excels at building relationships and fostering collaboration across departments, agencies, and the community?
- ✓ Leads with transparency, empathy, and humility—supporting officers while remaining approachable and relatable?
- ✓ Embraces innovation and technology to advance modern, effective policing practices?
- ✓ Understands South Carolina law and values strong partnerships with County and State Law Enforcement Departments?

If so, becoming the next **Chief of Police** for the City of Florence, South Carolina, may be the career move for you. Located in the northeastern part of the state, Florence is seeking an experienced, forward-thinking, and people-centered Chief who embodies integrity, accountability, and approachability.



As a role model for the State accredited department, the next **Chief** will provide strong internal leadership by mentoring officers, fostering a culture of trust and accountability, and ensuring fair and consistent enforcement of policies. They will also guide key departmental initiatives such as succession planning, standardized promotions, and modernization of operational policies—including pursuit and Taser protocols—while utilizing technology, including AI, to enhance efficiency and crime prevention.

The next **Chief of Police** will lead the department through a period of growth and transformation as Florence continues to expand through annexations, increasing the size and complexity of its policing needs. A top priority will be strengthening recruitment and retention through strategies such as offering sign-on bonuses, partnering with community colleges to attract new talent, and expanding training and professional development to boost morale, performance, and service delivery.



The ideal candidate will actively engage with residents, youth, and underserved populations to strengthen relationships and build trust in law enforcement. Serving as a present, hands-on leader, the next **Chief** will guide the department with vision, fairness, and a commitment to community-centered policing—ensuring Florence remains a safe, inclusive, and thriving city.

About the Community:

Nestled at the crossroads of Interstates 95 and 20, Florence, SC is a thriving city in the heart of the Pee Dee region. As the county seat of Florence County and one of South Carolina's 10 most populous cities, Florence blends rich history, modern growth, and small-town warmth into one inviting community.

Originally founded as a railroad hub in the 19th century, Florence quickly became a center for commerce and culture. Named an *All-American City* by the National Civic League in 1965, it continues to evolve as a regional hub for healthcare, education, and industry. Major employers like McLeod Health, MUSC Health, and Honda of South Carolina offer strong career opportunities across a range of professions.

Florence is known for its diverse and welcoming community. The city's population reflects a rich mix of backgrounds, including 49% Black or African American, 43% White, 3% Asian, 2.6% identifying with two or more races, 1.3%



other races, and 0.2% Native American residents. This blend of cultures contributes to the city’s vibrant atmosphere and is reflected in its food, festivals, and local traditions. With a 2025 population of 41,129, Florence continues to experience steady growth, expanding at a rate of 0.5% annually and up 2.6% since the 2020 Census. Florence is the main city in the Florence Metropolitan Statistical Area, which has a population of over 200,000 residents. It is a vibrant community that offers an excellent place to live, work, and play. Due to the numerous opportunities available, Florence's daytime population often increases to around 100,000. The city’s average household income of \$80,416 and median age of 37.6 reflect a balanced mix of young professionals, families, and established residents who enjoy Florence’s affordable cost of living and strong sense of community.

Over the past decade, Downtown Florence has undergone an exciting transformation. The once-quiet city center is now alive with energy — featuring beautifully restored historic buildings, locally owned restaurants, boutique shops, and entertainment venues. Highlights include the [Francis Marion University Performing Arts Center](#), the [Florence Little Theatre](#), and the [Florence County Museum of Art, Science & History](#). Whether you’re catching a show, enjoying live music, or exploring the city’s arts scene, there’s always something happening downtown.

For outdoor lovers, [Timrod Park](#) and the City of Florence Trail System offer walking trails, sports facilities, and picnic spaces shaded by live oaks. The city also hosts popular events like the [South Carolina Pecan Festival](#), which draws thousands of people to downtown Florence each fall for food, music, and family-friendly fun.

Florence truly lives up to its motto—“*Full Life. Full Forward.*”—offering the perfect balance of opportunity, community, and Southern charm. With a growing economy, affordable lifestyle, and welcoming spirit, it’s an ideal place to build a career, raise a family, or begin a new chapter. Blending progress, culture, and hospitality, Florence isn’t just a place to work — it’s a place to call home.

About the Organization:

The City of Florence operates under a Council-Manager form of government, and the Council is composed of a Mayor and six council members. The City of Florence employs a manager to act as chief administrator of Council’s policies, and to the extent possible, separate the policymaking function from the administrative function. The City has a mission to be proactive in providing “timely, effective, and fiscally responsible municipal services to elevate the quality of life in our city and region.” These actions are carried out through the values of collaboration, professionalism and ownership.

The City’s [FY 2026 budget](#) of \$53,148,430 supports 505 full-time employees and 73 part-time employees across 13 departments. Learn more about the City by visiting its [website here](#).





About the Department and Position:

The City of Florence Police Department is dedicated to ensuring the safety and well-being of everyone who lives, works, and visits the city. The Department is committed not only to stopping crime but also to helping citizens reduce and, whenever possible, eliminate crime in their communities. Through a strong focus on Community Oriented Policing, officers work closely with residents, neighborhood watch groups, local civic organizations, and businesses to foster open communication and collaborative problem-solving. The department implements community-oriented policing throughout the entire organization, with strategies such as fixed officer assignments to districts, directed patrols targeting specific offenses, downtown foot patrols, and problem-oriented policing aimed at recurring issues like illegal drug activity.



In addition, the department offers a variety of community programs to engage and support citizens, including the Citizens Police Academy, Neighborhood Watch Programs, the Chief's Citizen Advisory Board, a Victim Assistance Program, code enforcement initiatives, and citizen surveys to identify community needs and priorities.

To provide comprehensive service, the department is organized into five specialized divisions: Administrative Services, Community Relations, Patrol Services, Support Services, and Investigative Services. Each division plays a vital role in fulfilling the department's objective to be proactive in addressing community needs while delivering high-quality service to every individual.



Reporting to the City Manager, the **Chief of Police** provides overall leadership and strategic direction for the department, overseeing all activities and functions to ensure effective, professional, and community-focused law enforcement. This includes developing and implementing departmental goals, objectives, policies, and procedures, as well as supervising key operations such as community-oriented policing, patrol, criminal investigations, professional standards, training, crime prevention, traffic enforcement, animal control, the Real Time Crime Center, and the chaplaincy program. The **Chief** is also responsible for preparing and administering the department's annual budget, supporting the city's short- and long-term planning goals, and ensuring compliance with evolving legal, regulatory, and technological standards in law enforcement.

The **Chief** manages the department's \$12.8M budget and oversees the department's 115 full-time and 19 part-time personnel, including five direct reports: Patrol Services Captain, Support Services Captain, Administrative Services Captain, Investigative Services Captain, and Community Relations Commander.



Key Position Priorities:

- Renew commitment to Community Oriented Policing, working to combat crime through a variety of techniques and relationships that enhance community safety while holding officers accountable for proactive engagement and problem solving.
- Implement strategies to address staffing shortages, reduce burnout, ensure consistent evaluation and promotion, develop excellent professional development initiatives, and strengthen internal communication to attract outstanding staff and improve retention and maintain a motivated, professional workforce.
- Continue implementing the City Council approved crime plan to bring back the Community Policing Team (CPT); create incentives for members of the police force to live inside high-crime neighborhoods, utilize advanced technology to assist in crime prevention, bring back Camp F.E.V.E.R. as "Camp Carraway" in memory of Sergeant Terrence Carraway, crack down with strict enforcement on businesses where criminal activity is occurring with a very high incidence.
- Enhance partnerships with community stakeholders including residents, youth, business owners, the Sheriff's Office, nonprofits and social services to ensure public trust in the department.

Guided by its mission *"to improve the quality of life for our citizens through a community partnership that promotes safe, secure neighborhoods and businesses,"* the Police Department strives to strengthen trust, enhance public safety, and build lasting connections throughout the community.

The Successful Candidate is:

- A visible and approachable leader who builds trust and meaningful relationships across all levels—from officers and city staff to residents, civic groups, and regional partners—collaborating effectively with the City Manager, Sheriff's Office, and other agencies to strengthen public safety and advance community-oriented policing.
- A hands-on presence during critical incidents, including officer-involved shootings, major crimes, protests, and natural disasters, showing empathy, accessibility, and steady guidance.
- Committed to transparency, fairness, and accountability, demonstrating consistency in leadership, decision-making, and discipline while setting high expectations for self and others.
- An innovative and forward-thinking leader who embraces technology, including AI and modern policing tools, and is willing to challenge "the way things have always been done" to improve policing, morale, and community outcomes.
- Trusting and empowering, fostering accountability and confidence within the department while building meaningful relationships across Florence's diverse community.
- A personable, humble, and adaptable communicator who listens actively, admits mistakes, values the input of those directly impacted by decisions, and fosters trust, collaboration, and confidence among department staff, community members, and partner organizations.
- A dedicated servant-leader who prioritizes patrol presence, community engagement, and a "cop mindset," understanding the realities of policing on the street while remaining innovative, open-minded, and committed to continuous improvement.
- Actively engaged with youth, underserved populations, and the broader community, proactively working to prevent crime, strengthen relationships, and build trust and confidence in law enforcement.
- Deeply committed to both community policing and officer well-being, recognizing that effective public safety starts with taking care of the people who serve.



Qualifications:

Bachelor's degree from a four (4) year college or university **is required** and five (5) years or more of command or supervisory experience in the rank of captain or above in a police department serving a population of the same size or larger. Graduate of the FBI National Academy, Southern Police Institute, or other nationally accredited Command College is **preferred**. Master's degree in a related field is **preferred**. The ideal candidate is self-aware, has excellent communication abilities, and demonstrated experience managing budgets and organizational resources. While prior experience as a police chief is preferred, candidates with significant command-level experience will be considered.

Salary and Benefits: The hiring range for the position is \$130,000-150,000, commensurate with education and experience. The City of Florence offers a comprehensive benefits package, which can be [viewed on its website](#). 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 Florence, SC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **December 15, 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 **January 15-16, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Direct all inquiries to hiring@developmentalassociates.com.

The City of Florence, SC, is an Equal Opportunity Employer. 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."

