

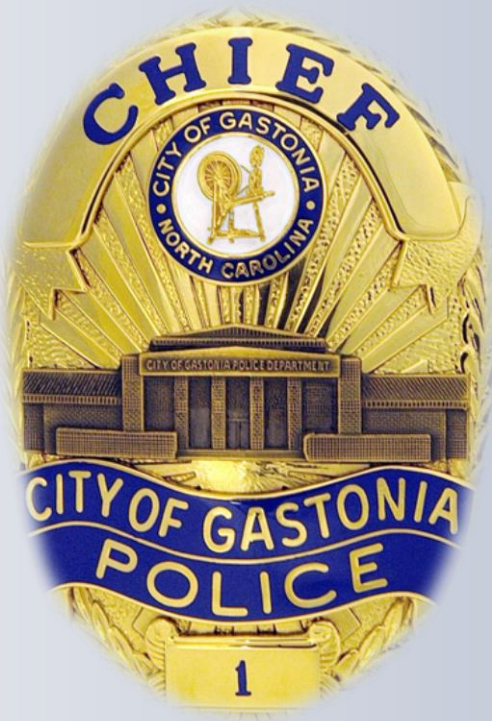
Great Place

Great People

Great Promise



City of **GASTONIA** *North Carolina*



*Currently recruiting
for the position of*

**Chief of
Police**

The Community

Gastonia, North Carolina is the second largest city west of Charlotte and is a growing municipality with a diverse base of residential and business communities. Gastonia is located in the southern piedmont of North Carolina, approximately 15 minutes west of Charlotte. Traversed by I-85 and US 321, Gastonia is uniquely situated within convenient drives of picturesque mountain landscapes and family-friendly beach destinations.



As the 13th largest city in North Carolina, Gastonia spans more than 56 square miles with a population of over 77,000.

We offer a wonderful combination of newly constructed housing and historically designated homes. Our dedication to building strong relationships is central to our values as a service provider, employer, community partner, and business developer. This dedication to our community has fostered a location in which people want to come live, play, and do business.

As a three-time All-America City winner, Gastonia prides itself in finding innovative ways to engage citizens and business leaders to improve the community. Such offerings include a Citizens Academy, and citizen and business participation in various boards and commissions.

Gastonia has a vibrant arts community, a state of the art Conference Center, conveniently located hotels, and extensive shopping destinations. We are also excited about the development of our Franklin Urban Sports & Entertainment (FUSE) District. This initiative will help us tie our growing downtown district with outlying residential and commercial areas.



City *Government*

The City of Gastonia was incorporated in 1877 and has been the county seat of Gaston County since 1911. We operate as a Council/Manager form of government, in which the Mayor serves a four-year term and Council members serve staggered, four-year terms. The Mayor and Council appoint the City Manager and City Attorney. The City employs more than 900 staff with a total Fiscal Year 2020/2021 budget of \$269 million. Gastonia is a full-service city providing public works, public utilities, public safety, parks and recreation, the Schiele Museum, development services, communications and marketing, economic development, finance, community services, legal, technology services, and human resources.

The *Department*

The Gastonia Police Department is responsible for protecting and safeguarding the lives and property of the City of Gastonia residents through enforcement of criminal laws and safety education. The Department works collaboratively with city, county, state and federal departments to maximize resources and security. We are especially proud of the relationships we have built with our community, allowing us a unique opportunity to engage with our citizens on safety and crime related issues. The Department is one of 68 in North Carolina accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The Gastonia Police Department collaborates with other law enforcement agencies in our region to provide regional emergency response for Western Carolina.



The Department is allocated 178 sworn positions and 24 civilian positions. We are organized into three major divisions: Administration, Operations, and Support Services. The Administration Division is responsible for the overall operation of the Department, fiscal management, legal, professional standards, planning, analysis and accreditation. The Operations Division includes the uniform patrol and investigations units and is responsible for investigating and providing response to crime related

incidents. The Support Services Division provides a variety of services that support the Operations Division and helps to deliver the tools officers use to create partnerships within the community. The Department's patrol officers work 12-hour shifts; detectives work 10-hour shifts; non-sworn and administrative positions work 8-hour shifts. The Gastonia Police Department does not operate its own Communications Center. It is part of a shared Communications Center that is managed and run by Gaston County.

The *Position*

The Police Chief must have a bachelor's degree. A master's degree is preferred. Candidates should have at least 10 years of progressively responsible law enforcement experience with at least five years in a command/leadership position including extensive experience in police administration and management. This position also requires certification as a Police Officer through the Criminal Justice Education and Standards

Commission of North Carolina. North

Carolina experience is preferred. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions of the position.



Qualities of a Successful Candidate

- Leadership that inspires, motivates, and empowers staff to achieve their fullest potential.
- A wide variety of career policing experiences.
- Progressive leadership with a proven track record of creative management and results.
- Innovation and collaborative solutions to community challenges.



- Extensive knowledge of the principles and practices of law enforcement management, administration, and supervision.
- Executive-level skills in interpersonal and written communications, strategic planning, development and management, critical thinking, and employee engagement.
- Effective community engagement approaches and strong customer service.
- Values and personal expectations that instill confidence, trust, and respect.

KEY *Opportunities*

- Use Intelligent-Led Problem Oriented Policing to identify and manage public safety issues.
- Promote, develop and facilitate community partnerships and relationships with a wide variety of public and private stakeholders.
- Continue to ensure operational excellence in staffing, equipment, and training.
- Lead a CALEA-accredited department and continue a collaborative, community-oriented approach to policing for the 13th largest city in North Carolina.
- Expand the department's emphasis on diverse recruitment, retention efforts, and training in order to maintain full staffing levels and maximize officer safety.
- Promote diversity, equity, and inclusion, and professional standards.
- Identify opportunities to increase visibility and engagement for the Department within the community.
- Foster partnerships and coordinate investigations with federal, state, and local law enforcement agencies.
- Maximize the use of available funds/resources to ensure personnel have the equipment, support, and systems necessary to excel in their jobs; knowledge and use of grants.
- Support culture of high ethical standards and professionalism.



Compensation and Benefits

The hiring range is between \$120,000 and \$135,000, depending on qualifications.

- ✓ 5% contribution into 401(k) plan and 10.15% contribution into the NC Local Governmental Employees' Retirement System
- ✓ Annual Leave: 10 days per year (number of days increase the longer employed)
- ✓ Sick Leave: 12 days per year
- ✓ Holidays: 11, plus one floating
- ✓ High Deductible Health Plan with HSA (includes a City HSA contribution, and City paid individual premium), Delta Dental PPO, with buy-up option, dependent care flexible spending account, and a variety of supplemental insurance plans
- ✓ City-paid life insurance/AD&D (one times annual salary)
- ✓ Voluntary Deferred Compensation (457 Plan)
- ✓ Employee Assistance Program
- ✓ On-site Employee Medical Clinic – only a \$3.00 co-pay

The *Application Process*

To be considered for this challenging career opportunity, please visit the City of Gastonia's career opportunities website and complete an online application. You will have the opportunity to upload your letter of interest and resume.

<https://agency.governmentjobs.com/gastonianc/>



The closing date for this position is July 30, 2020.

Applicants whose education and experience most closely match the qualifications and desired attributes for the position will be selected for a multi-faceted evaluation process involving a written questionnaire, phone/video interviews, and on site finalist interviews with assessments.

Drug screening, a criminal background check, and a POET (Post Offer Employment Testing) will be conducted for the top candidate(s).

Candidates can expect confidentiality throughout the interview process.

The City of Gastonia is an Equal Employment Employer–M/F/H

If you have questions, please contact Dana Williams, Human Resources Coordinator, at 704-866-6859 or via email at danaw@cityofgastonia.com.

