

BE THE DIFFERENCE
IN
Salisbury, NC



The City of Salisbury, North Carolina is seeking an experienced police executive to serve as our next

Chief of Police



SMALL TOWN LIFE BIG CITY

Opportunities

MISSION STATEMENT

To enhance Salisbury's status as a great historic city that provides a safe, livable environment for present and future generations.

OUR FOCUS AREAS



COMMUNITY
PARTNERSHIPS



ECONOMIC
PROSPERITY



INFRASTRUCTURE
/HUMAN CAPITAL



PUBLIC
SAFETY

OUR CITY MANAGER



"We provide meaningful services that impact each person who lives, works or visits in Salisbury. For city staff, each day is a chance to 'Be the Difference!' We value our employees and offer opportunities for growth and advancement while promoting work-life balance.

Salisbury is a diverse and inclusive community and I encourage you to join our team."

- City Manager Jim Greene, Jr.

OUR COMMUNITY

*We are a
**Main Street Community,
Healthiest Employer
Award Winner, & Runner
Friendly Community***

*Voted one of the
**Best Cities to Start a
Business** by WalletHub
(2019, 2021, 2022)*

*Voted one of the
**Most Budget-Friendly
cities for homeowners
with mortgages** by
LendedU.com (2019)*

The City of Salisbury, approximate population 35,000, is the County seat of Rowan and located in the Piedmont region of North Carolina, along several major economic routes, including Interstate 85. We are well-connected to major cities on the east coast and within 35 miles of Charlotte and Winston-Salem.

We are home to a diverse population that values arts and culture, with a rich tradition of civic volunteerism and support for education. In addition to a variety of entertainment options and four higher learning institutions, Salisbury is a place where residents can live, connect, learn, and play. We are dedicated to preserving our history while embracing technology, growth, and sustainability.

Salisbury is a welcoming and inclusive community. We actively promote a wide range of experiences for people of all cultures and ages. Salisbury is experiencing growth but maintains its small town charm and sense of community.



ARTS & CULTURE

- Three performance theaters
- The Salisbury Symphony
- Art galleries
- Museums
- Salisbury Sculpture Show



SPORTS & FITNESS

- Sports complex
- Golf courses
- Gyms and crossfit
- Yoga and dance studios
- Accessible bike trails
- Running races



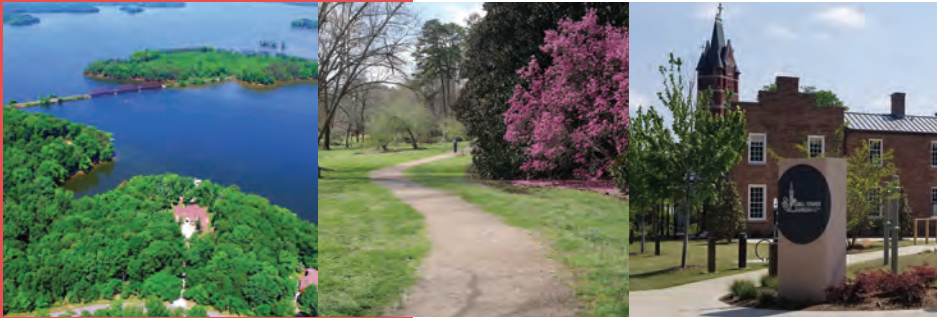
SHOPS & DINING

- Restaurants, cafes, bakeries and fast dining
- Micro-breweries
- Twelve blocks of downtown shops and services
- Downtown Social District



EVENTS & CHEERWINE FESTIVAL

- Free outdoor concerts
- Family-friendly events
- Downtown events for holidays, Juneteenth, Pride
- Annual Cheerwine Festival with 55,000+ attendees



OUTDOORS & BELL TOWER GREEN

- Yadkin River and High Rock Lake
- 5.2 miles of greenway & trails
- 29 parks, including downtown's Bell Tower Green, a community park with three acres of gardens, play area, stage and waterwall



SCHOOLS & HISTORY

- Four higher education institutions
- 11 historic districts
- Historic downtown spanning 12 blocks
- Historic Train Depot



Salisbury is a growing and thriving community that is investing its resources to improve quality of life for all.

If you desire a career in a historic, vibrant, and diverse city, consider joining the Salisbury team.



SALISBURY POLICE DEPARTMENT

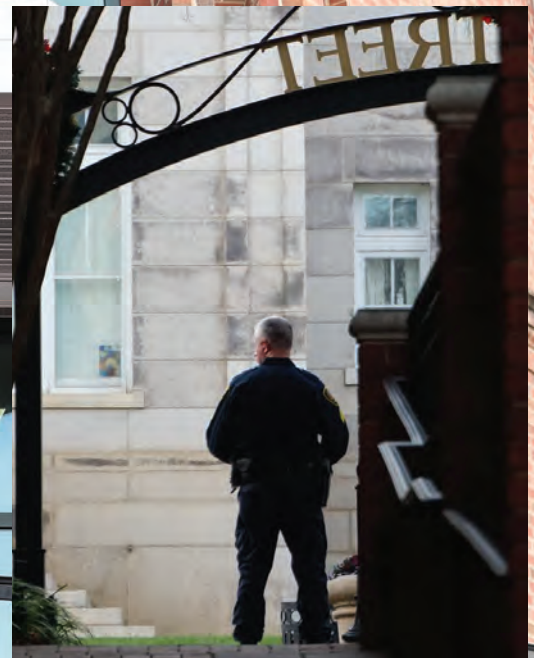
The Salisbury Police Department (SPD) has been accredited through The Commission on Accreditation for Law Enforcement Agencies, most recently in 2020. This is an accomplishment of which the department's men and women are extremely proud, as it puts them among other highly-ranked agencies.

An accredited police organization must meet very high and proven standards, which helps the agency to operate efficiently and in a structured and professional manner.

 salisburync.gov/Police

 @SalisburyPoliceDepartment

 @SalisburyPoliceDepartment



OUR MISSION

The Salisbury Police Department's mission is "to provide quality law enforcement services with honest, fair, and ethical treatment of all."

TRAINING

We partner with Rowan-Cabarrus Community College in Salisbury, for multiple law enforcement and criminal justice training classes.

This partnership provides convenient, quality, progressive and cost-effective training for SPD team members.

It also promotes and ensures ongoing and specialized training for our officers.

OUR HISTORY

- **August 8, 1774:** "Safety Committee" selects men to patrol Rowan County and Salisbury, known as the "Town Watch".
- **1849:** Town fathers list local men for official patrol duty, with no recorded payment for serving.
- **1865:** Commissioners authorize a police force of two paid members, but both soon resign and patrol duties are assigned to citizens again.
- **1883:** Commissioners authorize the hiring of three police officers, including the first African-American officer, Pinkney "Pink" Hall.
- **1895:** Salisbury has a four-man police force at a pay rate of \$40/month.
- **1927:** Chief R. Lee Rankin modernizes the department, developing a fingerprint and identification bureau, and installing a police radio system.
- **1952:** The first women are hired as "Meter Maids", carrying pistols in their purses.
- **1976:** Audrey Smith Cunningham becomes first female traditional sworn officer hired and later becomes Chief of Livingstone Campus Security.
- **2022:** Police Chief Jerry Stokes retires with full honors from Salisbury Police Department after six years of service.
- **2023:** The Salisbury Police Department currently has 93 full-time employees, with 82 sworn officers. Total current department budget is \$12.6 million.



Featured Areas



Rowan Regional Crime Information Center

Established in 2021, this law enforcement hub enables Rowan County agencies to closely monitor and help solve crime incidents using a state-of-the-art public/private camera system.



Crime Lab

This cutting-edge, certified lab includes modern, in-house services to support patrol officers and detectives. The lab provides digital forensics and other advanced analysis to solve crimes.



Homeless Advocacy

The Homeless Liaison engages with organizations to build relationships and connects those experiencing homelessness and displacement to resources.

Community

ENGAGEMENT AND SUPPORT



SALISBURY POLICE FOUNDATION

The Foundation is a 501(c)(3) non-profit that works to seek donations to support Salisbury Police Officers and professional staff in areas that are outside of the budget provided under city funding.

"Our mission is to help officers deal with the extreme stress of their chosen profession. We work closely with the Chief of Police to address health and wellness issues and provide financial resources."
John Struzick, Foundation President

SALISBURY CEASE FIRE

This gun violence reduction initiative is a partnership with the Salisbury-Rowan Branch of the NAACP and is a year-long effort to reduce gun violence in the community.

"This unique partnership has led to successful results with an all-time low in gun violence during its inception. We look forward to continuing this proactive approach with our new Police Chief." Gemale Black, NAACP President



LOTUS PROJECT

This interactive academy connects S.O.A.R (Skills, Opportunities, Awareness, Readiness) students from Rowan-Cabarrus Community College with SPD officers to learn about law enforcement.

"We are proud to be a part of the SPD 'Lotus Project'. This partnership has set the foundation for those with disabilities and our Police Officers that builds trust, knowledge and understanding."
Bridget Henderson, Lead Instructor

SALISBURY NEIGHBORHOOD ACTION GROUP

SNAG meetings are open to all community members who want to discuss the needs of the community, meet neighborhood officers, and exchange updates about trends and new initiatives.

"My relationship with SPD has always been one of openness and respect over the last 35 years. Therefore, I believe that will continue with a new Police Chief."
- Dee Dee Wright, Community Advocate



**Salisbury
Neighborhood
Action
Group**

Building Safe Neighborhoods Together



POLICE CHIEF'S ADVISORY BOARD

This forum of Salisbury citizens and leaders collaboratively addresses the needs of the SPD with the Chief of Police. This group also provides recommendations to prioritize best-case practices.

"A strong relationship and mutual trust amongst the community and Salisbury Police Department is essential for maintaining public safety and effective policing in our community."
Dr. Roy L. Dennis, Board Chair

THE IDEAL CANDIDATE

The City of Salisbury is seeking an experienced, dedicated, and passionate leader with excellent management and administrative skills to serve as Chief of Police. The Chief of Police will have the highest integrity and a proven record of consistency in managing both internal and external relationships to address challenges and maximize opportunities.

The successful individual should have demonstrated experience leading and managing police services in a fast-paced, ever-changing environment with the ability to make strategic decisions to ensure safety for all. The Chief of Police will be a visionary and visible leader who is team-oriented, and builds collaborative, trusting, and open relationships in the community and the department.

Experience with technology, innovation and advanced crime prevention and problem-solving practices is desired. The Chief of Police must possess excellent communication skills. The successful candidate is expected to have in-depth knowledge and experience in all police functions, including patrol and investigations, preferably in a similarly-sized or larger city.

Salisbury is a fast-growing, passionate community that supports the Police Department. Our residents desire an approachable and welcoming Chief who is committed to this City and shares our civic pride.

The Chief of Police leads a dedicated group of sworn and civilian staff and establishes a culture of excellence, equity, fairness, transparency, and accountability. The Chief of Police will work to elevate community safety through strategic partnerships, community policing, resource identification, and staff training.



RESPONSIBILITIES/ EXPECTATIONS

- Serve and protect all people in Salisbury with equity, fairness, and respect
- Self-accountable and hold others accountable for professionalism, integrity, exceptional service, and personal conduct
- Comprehensive knowledge of state and federal laws, local law enforcement policies and ordinances
- Advanced experience and knowledge in enforcement principles, practices, methods, and equipment for reducing crime
- Ability to solve problems efficiently, creatively, and fairly and to act with sound judgement in routine and emergency situations
- Maximize and expand the department's community policing and crime reduction strategies through innovation and technology
- Promote accountability and set expectations through open and effective communication
- Experience with organizational development, financial management, budgeting, strategic planning, and innovative practices in police operations
- Seek grants and alternate revenue sources to assist with the City's and department's mission
- Foster positive interdepartmental relationships and interactions with City departments, community and business leaders and County, State, and Federal officials

- Focus on creative solutions to strategically address recruitment and retention concerns to sure a strong, diverse and qualified workforce
- Leverage internal talent, training and succession planning to close service gaps through professional development
- Collaborate with the community, schools, and nonprofits to implement programs and create partnerships that enhance the quality of life
- Knowledge and experience in modern use of force policy, in particular de-escalation and collaborative conflict resolution practices
- Establish a trusting working environment that fosters teamwork and empowerment to build morale and team spirit
- Demonstrate and support equity, diversity, and inclusion within the department and continue educational efforts as part of the organizational culture
- Forward-thinking leadership that embraces change and helps guide the community and the department through challenges and opportunities associated with the City's growth
- Support the mental and emotional health of department staff by ensuring accessibility of resources
- Train staff to evaluate and respond appropriately to mental health situations
- Use analytics, new technology, and problem-oriented policing to creatively and proactively deter and prevent crime
- Continue partnerships with the County, non-profits and faith community to help address challenges with homelessness
- Demonstrate personal responsibility and leadership for crime reduction, emergency management, and crisis intervention



QUALIFICATIONS

- Bachelor's degree from an accredited college or university with major course work in law enforcement, public administration or related field
- Preference for a master's degree in one of the specified fields
Or equivalent combination of education or experience
- Considerable management experience of a progressive nature in law enforcement work
- Knowledge of scientific advanced methods of crime detection, criminal identification and crime solving
- Valid North Carolina Driver's License is required within 90 days
- Certification as a Police Officer through the NC Criminal Justice Education and Standards Commission
- An out-of-state candidate will be required to meet the Commission's requirement within one year of hire:
<https://ncdoj.gov/law-enforcement-training/criminal>
- Preference given to graduates of the National FBI Academy
- *Will be expected to reside within Salisbury city limits*

SALARY AND APPLICATION

\$89,473 - \$143,157 (depending on experience)

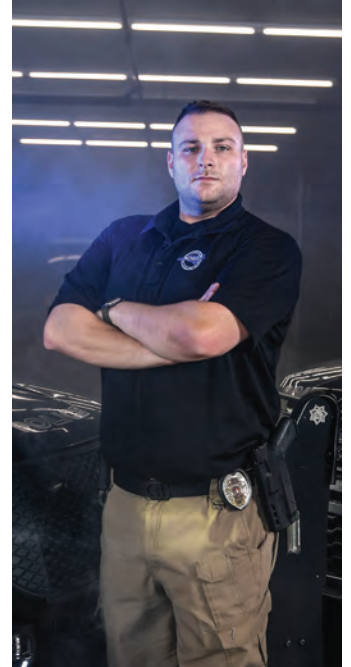
Qualified candidates should create an online account profile then submit their application, resume, and cover letter online by visiting our website at:

www.salisburync.gov/careers

Closing Date: Wednesday, May 10, 2023

For questions, please contact Turkessia Brown-Evans in the Human Resources Department at (704) 216-8012 or email turkessia.brownevans@salisburync.gov.

The City of Salisbury prohibits discrimination on the basis of race, color, national origin, sex, veteran status, sexual orientation, religion, age or disability in employment or the provision of services. The City of Salisbury is a Drug-Free Workplace.



OUR INCENTIVES AND BENEFITS

Salary Incentives



\$2,000 SIGN-ON BONUS

For full-time positions after 90 days of employment.



5% SALARY INCREASE

Implemented after six months of employment.



RELOCATION

Negotiable relocation expenses



TAKE HOME VEHICLE

Time Off



PAID LEAVE

New officers earn 7.5 vacation hours and 7.5 sick hours per month. After seven years officers earn at higher rate.



13 PAID HOLIDAYS

Medical/Insurance



HEALTH AND DENTAL INSURANCE

Blue Cross Blue Shield NC
PPO HSA or PPO Buy-Up
Vision Coverage



FREE TERM LIFE INSURANCE

Equal to one times your annual salary.



LEO NC PENSION

13.04% Employer contribution for Full-Time Employees



5% CITY CONTRIBUTION TO 401(K) PLAN FOR SWORN OFFICERS

Learn more at:
salisburync.gov/Benefits