



## POLICE CHIEF Town of Garner, NC

The Town of Garner, NC is seeking an experienced and innovative law enforcement leader to serve as the next Chief of the Garner Police Department.

### About the Garner Police Department

The Garner Police Department is an innovative law enforcement agency that has been nationally accredited for 30 years through CALEA with 82 sworn police officers and 10 professional and civilian staff personnel (including full-time, part-time, and supplemental staff). The department is divided into three major workgroups—Office of the Chief of Police, Patrol Bureau, and Support Services Bureau (encompassing the Criminal Investigations and Community Services Divisions).

In 2024, the Town of Garner conducted a community-wide survey that found that the overwhelming majority of residents are satisfied with the Police Department's effectiveness at preventing crime and the relationships the department has developed with the community. For a closer look at the Town of Garner's public safety profile and the Garner Police Department's efforts in the areas of community policing and departmental training, please visit the [Garner Police Department website](#).

#### Town of Garner by the Numbers

42,227+	Number of Town Residents
82	Number of Sworn Police Officers
10	Number of Police Department civilian staff
\$74.5M	FY2025 Total Town Budget
\$20.8M	Town Public Safety Budget
\$380,761	Average Home Value
870	Acres of Parkland and Recreational Open Spaces

Source: Town of Garner



## About the Town of Garner

Located in a region consistently ranked among America's best places to live, work and raise a family, Garner is a vibrant community that offers something for everyone. Garner is known for its hometown character, historic downtown area, quality schools, and quiet neighborhoods—and all just a few minutes from downtown Raleigh. According to a 2024 National Community Survey, 83% of those who call Garner home say that the quality of life is good or excellent.



The Town of Garner Parks, Recreation and Cultural Resources Department manages over 870 acres of parkland and recreational open space inside the town limits. The Town offers plenty of recreational amenities, including over four miles of paved trails, 12 playgrounds, 12 picnic shelters, 14 athletic fields, six tennis courts, and a boathouse on Lake Benson.

From athletics and special events to the arts and outdoors, Garner offers activities for people of all ages and walks of life. The Independence Day Celebration, which includes fireworks and a performance by the North Carolina Symphony, draws a crowd of 10,000 or more. The Parks, Recreation and Cultural Resources Department offers other signature events throughout the year and operates the Garner Performing Arts Center and Garner Senior Center. This article in [Our State](#) magazine offers a look into Garner's history and a glimpse into what Garner offers today.





## About the Garner Police Chief

The Garner Police Chief leads the law enforcement program of the Town of Garner and is responsible for the protection of life and property through a varied program of enforcement, detection, investigation, and prevention of crime and traffic accidents. The salary range for this position is \$122,974 - \$187,374 annually, with a midpoint of \$152,239. The offer will be commensurate with the selected candidate's experience.

Broadly speaking, the work of the Police Chief involves full managerial and supervisory responsibility, including:

- Establishing operations and policies and identifying process and quality improvements;
- Creating and articulating a community policing philosophy;
- Establishing trust and credibility with the community;
- Facilitating the wellbeing and development of staff;
- Ensuring a high-performance team through coaching, evaluation, recognition, and training;
- Establishing departmental vision and mission and communicating it to staff; and
- Planning for and implementing special law enforcement activities.

The Police Chief is also responsible for:

- Overseeing the preparation of special State, Federal, and local reports;
- Cooperating with other law enforcement agencies;
- Providing leadership for the Town's Emergency Operations Center (EOC);
- Building and maintaining cooperative and effective relationships with the community, Town departments, and Town Council;
- Using data to make informed operational and capital improvement decisions and requests;
- Overseeing the application of technology within the department; and
- Managing all department staff.





## Position Qualifications

The qualified applicant for the position of Police Chief with the Garner Police Department will have a degree from an accredited college in criminal justice or public administration — supplemented by advanced coursework in law enforcement administration and management — and considerable management experience of a progressively responsible nature in law enforcement work or an equivalent combination of education and experience. A master's degree in a related field is preferred.

The ideal candidate will also be able to demonstrate a range of relevant knowledge, experience, skills, and abilities:

## Knowledge and Experience

- Law enforcement principles, practices, methods, technology and equipment as well as CALEA accreditation
- State and federal laws, local ordinances, and policies of the Police Department
- Economic and social characteristics of small municipalities experiencing significant growth
- Policies and principles involved in public sector budgeting, purchasing, and personnel
- Application of information technology to law enforcement work





## Skills and Abilities

- Communicating with staff in ways that motivate, build trust, and support alignment around objectives
- Use of various tactics in the application of de-escalation and self-defense tactics
- Making public presentations, facilitating meetings, providing excellent customer service, approaching conflict resolution and problem solving through collaboration
- Managing a department, including all related administrative and supervisory functions involving personnel and budget administration
- Establishing authority, earning respect, and leading and inspiring confidence among sworn and civilian staff as well as among elected municipal leadership
- Using data to systemically and strategically improve performance
- Acting with sound judgment and inspiring calm in routine and emergency situations

## Special Requirements

The following certifications and licenses are requirements for this position:

- Valid North Carolina driver license
- Completion of the minimum requirements established by the North Carolina Justice Training and Standards Council for certified law enforcement officers
- Advanced law enforcement certification preferred

## To Apply

The Town of Garner is partnering with **PoliHire** in the search for the next Chief of the Garner Police Department. If you are interested in this position, please send a letter of interest and resume outlining your experience to **Garner\_PoliceChief@polihire.com**.