



# Recruiting for: Police Chief

## Apply by June 6, 2016



The City of Statesboro is looking for a successful, seasoned law enforcement professional, with experience at the highest levels of city government to join our organization as Police Chief. Before reading the profile take a moment and [click here to learn about your future career in Statesboro.](#)

### **Our Community**

The City of Statesboro was created by an act of the Georgia legislature in 1803. Statesboro is a progressive community that provides an exceptional quality of life to its residents and offers southern charm and hospitality to its visitors. The City offers a high standard of living with a commitment to ensure the most responsive and progressive public services to residents, businesses, and visitors. Statesboro is where the living remains softly southern and folks call out to one another by first name. The City is located in southeast Georgia approximately 45 miles from Savannah. With its growing industrial base, growing university, expanding retail activity and a regional medical center, Statesboro serves as the region's economic, educational, business, medical and cultural hub.

Statesboro was recently named a *Finalist* for the America's *Best Community Competition* sponsored by Frontier Communications, DISH, CoBank and The Weather Channel. Statesboro's downtown was named one of eight "*Renaissance Cities*" by Georgia Trend magazine.

## Demographics

Statesboro is the County seat of Bulloch County. Its estimated population for 2012 was 29,779. According to the U.S. Census Bureau, the 2010 population for Bulloch County was 70,217, which is higher than the projection for 2015 of 68,235. This is a 25.4% change from the 2000 census population of 55,983. The Bulloch County area estimated population for 2010 was 224,267 and is projected to increase to 260,129 by 2015. This is a 41.7% change from the 2000 census. The median age for the City of Statesboro is 22, not a surprising age since Statesboro is home to one university and two colleges. The 2013 median income per household in Statesboro was \$30,382 and the per capita income was \$11,617. The average household size is 2.4. The unemployment rate for March 2014 for Statesboro was 10%, which is higher than the 7% rate for the State of Georgia. The rate for this same period last year was 11%. The March 2014 unemployment rate for Bulloch County was 7.8%.

## The Economics

As previously stated, Statesboro is the regional trade center for commerce, education and health care. The City has a highly diversified economy with a growing university and several major industries located in the area and is a regional shopping center and health care provider for 8 surrounding Georgia counties (Effingham, Screven, Jenkins, Emanuel, Candler, Evans, Tattnall, and Toombs). Approximately 40% of the Bulloch County civilian labor force is employed by the government sector including one of the City's largest employers, Georgia Southern University. Other government employers include Bulloch County, Bulloch County Board of Education, Ogeechee Technical College, and the City of Statesboro. Major private sector employers in the City include East Georgia Regional Medical Center, Wal-Mart Supercenter, and Lowe's Home Center.

It is true that the 2013 Statesboro per capita income was only \$11,617 or 38% of the State of Georgia per capita income, but this needs some explanation. Per capita income is total personal income (including wages, dividends, interest, rent, and government payments) divided by the total population. It is commonly used as an indicator of the quality of consumer markets and the economic wellbeing of a community. *This figure is actually skewed lower by the high number of university students who do not report earned income, but have considerable disposable income.*



The area offers many educational and vocational opportunities that provide a competitive advantage for a strong workforce. The City and County are experiencing moderate growth with the City approving 155 new building permits in 2013, and 112 in 2014. The cost of housing in Bulloch County is among the lowest in the nation. The average residential sales price is \$132,750. The median value of owner occupied units was \$124,900.



## Education

There are three institutions of higher learning located in the greater Statesboro area: Georgia Southern University (GSU) within the City limits and Ogeechee Technical College (OTC) and East Georgia State College located just outside the City on US Highway 301 South. GSU is the largest and most comprehensive center of higher education south of Atlanta. It offers more than 121 undergraduate and graduate degree programs through the doctoral level in its nine Colleges. The University's 20,542 students come from 50 U.S. states and 88 nations. In all, there are approximately 30,000 students attending area colleges and universities.

East Georgia State College-Statesboro (EGSC-S) provides students an opportunity to complete college level course work

and transfer to other university-level institutions or state colleges to complete their chosen degrees. OTC adheres to statewide curriculum standards established by the Georgia Department of Technical and Adult Education.

The community provides K-12 education to almost 10,000 students through 15 public schools, 3 private and parochial schools, 1 home school association, and 1 charter school in Bulloch County. A total of 534 seniors graduated from these schools in 2014.



## Government

As authorized by its Charter and Code, the services provided by the City are General Government (Administration, City Clerk, Human Resources, Finance, Planning & Development and Engineering), Judicial (Municipal Court), Police, Fire and Public Works (Streets, Sanitation), Water and Sewer and Natural Gas.

The City maintains 121 miles of roads, 192 miles of sanitary sewers, 233 miles of water mains and 1,596 fire hydrants. Natural gas is sold to 3,686 customers while water and sewer service is provided to more than 13,500 customers. The City maintains a Class 3 ISO rating with 2 fire stations. The City's Funds budgeted for 2016 is \$57,960,585 of which \$25,093,088 is the Governmental Funds budget. There are 311 FTE positions authorized.



## The Police Department

The members of the Statesboro Police Department are all charged with the responsibility of serving and protecting the citizens and transients within the City. The Statesboro Police Department vigorously responds to calls for law enforcement services, enforces all State and local laws and ordinances, protects life and property, investigates matters of a criminal nature, preserves the peace, and strives to prevent crime and civil disorder.

The department is made up of 88 authorized personnel; 74 sworn and 14 non-sworn positions. In addition, the department has a diverse collection of skills, expertise and programs. Statesboro has a K9 unit, SWAT unit, crime suppression unit, Citizens Police Academy & Alumni, Youth Citizens Academy, onsite crime lab, state of the art Use of Force Simulator, a new police records management system, a citizen's volunteer program and much more.



## The Ideal Candidate

If you are a strong dynamic, visionary leader, looking for a great place to continue your career we invite you to apply with us. The City of Statesboro is searching for an individual that is committed to open communication and is able to integrate into an interested and active community. He or she will embrace the philosophy of community policing, collaboration, and possess strong relationship building skills. They will be accessible and

responsive to the citizens, City staff and City Manager.

The ideal candidate will be a strategic and innovative thinker, and will have excellent budget and financial management skills and experience. They will have the ability to be a strong and respected leader within the agency and community. They will be a visionary leader who maintains an up to date knowledge of regional and national policing trends and best practices. This self-motivated individual should enjoy working with an engaged and supportive community and mentoring a dedicated police force.

The Chief will join a City leadership team that works well together and welcomes open communication and collaborative problem solving. He or she must value transparency and possess a character that exemplifies honesty, integrity and the highest standards for ethical and professional behavior.

The next Chief must be comfortable operating as part of the community and will be expected to take every opportunity to act as a bridge between the department and the citizens. He or she must be comfortable in uniform, have polished public presentation skills and possess attributes that promote confidence and trust both within and outside the department. The ideal candidate must bring the ability and experience in driving positive change and a flexible "can-do" attitude to the position.

### **Job Requirements**

Requires a bachelors' degree in criminal justice, public administration or closely related field, Master's degree and advance training preferred, (i.e. FBI National Academy or Southern Police Institute), Must have a minimum ten (10) years of increasingly responsible law enforcement experience to include patrol, criminal investigations, supervision and top departmental management, Fifteen (15) years preferred, including at least 5 years of increasingly responsible management experience, or an equivalent combination of education, training and experience. Must possess and maintain (or be qualified and willing to quickly obtain) valid GA P.O.S.T. police officer and chief certifications. Must also possess and maintain a valid GA driver's license. Must successfully complete next available police chief training as per GA Code Section 35-8-20.1. Beginning salary neg. DOQ.

### **Compensation and Benefits**

The City of Statesboro is offering a competitive salary commensurate with qualifications and experience. The City also has an outstanding benefits package, with low employee contributions for health, dental, life and long-term disability insurance plans; 457 Plan, and a Pension Plan, among others. [Click to view complete benefits package.](#)



### **How to Apply**

All applicants must submit a packet with a resume, responses to the attached supplemental questionnaire, and a detailed (two-page maximum) cover letter that describes your experience, leadership style and why you are interested in the position. Packets must be submitted to the City of Statesboro Department of Human Resources, and to the attention of Jeffery Grant at the contact information below. Electronic packets are preferred. **Packets must be received by 5:00 PM on Monday, June 6, 2016, to be submitted for first review of candidates.**

### **Mailing address:**

City of Statesboro  
Human Resources Department  
Attn: Jeffery Grant, Director of Human Resources  
Post Office Box 348  
Statesboro, GA 30459

### **Questions:**

Email: [jeff.grant@statesboroga.gov](mailto:jeff.grant@statesboroga.gov)

### **Other Important Information**

The City of Statesboro is an equal opportunity employer and strongly encourages women and minorities to apply.

### **The Selection Process**

The selection process may include in-person and/or video conference interviews with panels consisting of City of Statesboro administration staff, community members, and law enforcement officials. Interview panels will be responsible for evaluating candidates, and providing feedback to the City Manager and Deputy City Manager for consideration. Background investigations will be conducted by an outside vendor on all finalists prior to final interviews. A meet and greet reception open to the public and employees will be held for the top finalists subsequently with final interviews.



## PART II: SUPPLEMENT QUESTIONS

Answers are restricted to one page maximum per question using 1" margins and at least 12 point font.

1. Describe your experience with advancing a new vision in a police organization that involved managing and driving positive change. Explain significant challenges you encountered, how you navigated and overcame them, and lessons learned that could be applied in the City of Statesboro.
2. Community policing is a term used frequently in many law enforcement agencies today. What are the key elements and primary police practices associated with community policing? How would you go about instituting these policies in a climate of fiscal constraints?
3. Police departments and law enforcement agencies throughout the country are finding it very difficult to attract qualified applicants for police officer positions. Discuss your philosophy and techniques relating to recruitment and retention of law enforcement personnel.
4. Explain your communication style and the steps you would take to enhance communication both internally to police personnel and externally to a community that wants to be informed.
5. Through the Police Department survey, a key theme heard was that the next police chief needs to be a leader who displays honesty and integrity. How will you work to change the employee's perception and gain their confidence as a leader who is honest and maintains integrity?