



Invites your interest for the position of

CHIEF OF POLICE





The Community

Located in the south-central part of the Piedmont region of North Carolina, Gaston County encompasses an area of 355.8 square miles. The County is bounded on the east by the Catawba River and Mecklenburg County, on the south by South Carolina, on the west by Cleveland County, and on the north by Lincoln County. The County's estimated 2021 population was 230,856. There are 13 incorporated towns located entirely within the county limits. A portion of the City of Kings Mountain (majority located in Cleveland County) lies in the western section of the County.

Whether you hike, bike, paddle or climb, the natural spaces in Gaston County don't disappoint. While most people are familiar with Crowders Mountain and its amazing views from two towering peaks, there are many other iconic sites to see in and around our County. Rankin Lake Park, Catawba River, and South Fork Catawba River, Poston Park, Rocky Branch Park, and the U.S National Whitewater Center are all available for the public to access throughout the year. Miles of river waters and densely forested single tracks beckon those who seek quiet solitude or the thrill of an adrenaline rush.

Gaston County is experiencing unprecedented growth in new industrial investments, including a new County-owned industrial park, and local expansions with more than 5 million square feet under construction. These development activities have led to recruiting dozens of companies that have helped rebuild the County's economy after the decline in the textile industry. It has substantially diversified the economy and allowed municipalities to regain large utility customers and strengthen their overall tax base, residential and commercial. This continuous growth in development has drawn major investment to the County and led to the creation of thousands of new jobs.

To learn more about Gaston County, please visit www.gastongov.com



Gaston County Police Department

The mission of the Gaston County Police Department is to enhance safety and security through police services, which reflect our compassion and concern for the quality of life of all citizens. The organizational philosophy of the Gaston County Police Department toward service delivery is based on the value statements which serve the purpose of informing both the community and department personnel of the foundation for providing efficient and effective police service.

The Department has demonstrated excellence by maintaining CALEA accreditation since 1991. Today, the Department employs 153 sworn officers who provide police services to a community of approximately 90,000 residents. The department's coverage spans an area of over 270 square miles that, along with the unincorporated areas of Gaston County, also includes providing police services to the incorporated towns of High Shoals and Spencer Mountain. Additionally, the Department employs 114 civilians who provide 911 Telecommunications, Animal Care and Enforcement, and law enforcement support services throughout Gaston County. For more information about our police department, please visit www.gastongov.com/491/Police

GCPD Officers Always Think

F

Fairness

We protect constitutional rights through impartial enforcement of the law. We are dedicated to treating citizens and our employees with dignity, respect, and equality.

I

Integrity

We adhere to the highest moral and ethical standards. Honesty and sincerity serve as the foundation in dealing with each other and the community. In all we do, we have the courage and commitment to uphold these values.

R

Respect

We will treat all people with compassion, tolerance, and dignity by providing professional law enforcement services through highly trained personnel accountable to our community.

S

Service

We strive to improve the quality of life in partnership with the community. Our commitment is unwavering in the face of the many challenges confronting our officers.

T

Trust

We demand honesty and accountability from every employee. This value fosters community and employee confidence in the department and allows for an open and honest relationship.

The Successful Candidate Will Be:

- A leader who can develop a clear vision of policing for the future in Gaston County that aligns with the needs of the community.
- A leader who will be recognizable across all of Gaston County's communities who emphasizes community well-being over personal promotion.
- Able to provide complex staff support to the County Manager and County Board of Commissioners on issues related to law enforcement and community policing activities; provides advice to County staff, external organizations, community groups, and the public on matters related to areas of expertise.
- Understanding that complex public safety solutions are achieved through collaboration and recognition that the community is an essential partner in the development and implementation of any solutions that may arise from external best practices or from what has worked well in Gaston County.
- A social bridge-builder with an inherent ability to build and maintain trust in the community through transparent and accountable processes that are grounded in the principles of modern community-oriented policing.
- A leader who embraces the notion of servant leadership, exemplified through effective delegation, mentoring, and raising opportunities for growth and career development within the department.
- A leader open to contrary opinions and respectful dialogue dedicated to building a positive culture internally that results in excellence in the delivery of services to the community.
- A leader skilled in leveraging internal talent while closing gaps through engaging employees in training, development, and succession planning to improve retention and prepare for retirements.
- Skilled in budget development and management, policy development and application, progressive policing strategies and maintenance of effective service levels despite resource constraints.
- Appreciative of the significance of diversity within all aspects of the department and community and has developed innovative solutions to attracting, retaining and promoting diversity, equity and inclusion.
- Goal-oriented, possessing high standards of self and others, thriving in a culture of high-performance expectations and personal accountability.
- An individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to mitigate challenges and maximize opportunities.
- A leader who "walks the talk" on community-oriented policing strategies and initiatives both with staff and the community.



Position Overview

ESSENTIAL FUNCTIONS: Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:

- Plans, directs, reviews, and evaluates the staff and functions of the Gaston County Police Department (GCPD), including patrol, investigations, 911 Telecommunications, animal care and enforcement (ACE), and support services.
- Manages the GCPD through effective planning, staff management and resource allocation.
- Plans, organizes directs, and evaluates the work of GCPD staff; assures the GCPD provides responsive and professional police services to meet the public safety needs of the community.
- Plans and organizes law enforcement service programs; evaluates resources and law enforcement issues and develops strategies to meet GCPD goals and objectives; meets regularly with staff to resolve workload and technical issues; develops goals and priorities and evaluates results.
- Plans and directs the activities of the GCPD officers and staff; prioritizes work assignments; monitors work, develops staff skills, evaluates performance, and resolves disciplinary issues; coordinates recruitment, selection and training of new employees.
- Maintains discipline, and reviews staff work as needed to assure compliance to GCPD policies and procedures; negotiates and resolves sensitive, significant, and controversial issues.
- Analyzes law enforcement issues, problems, crime trends and patterns; evaluates GCPD operations, and develops changes and improvements to existing programs, priorities, policies and procedures.
- Evaluates public safety conditions, societal influences, and fiscal restraints; and develops strategies and priorities to meet GCPD public safety goals.
- Exercises independent judgment within policy guidelines; evaluates complex public safety and enforcement issues and develops solutions; develops and maintains positive public relations with County management, community organizations, citizens, and the business community.
- Reviews and approves operational reports; investigates complaints and public safety concerns.
- Manages critical incidents and criminal investigations and takes command when appropriate.
- Directs coordination with regional law enforcement organizations, and emergency services agencies.
- Maintains the integrity, professionalism, values and goals of the Police Department by assuring that all rules and regulations are followed, and that accountability and public trust are preserved.
- Supports the relationship between the County and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and County staff; promotes County goals and priorities, vision, and complies with all County policies and procedures.
- Oversee the operation of a 911 Telecommunications Center, ensuring dispatch services to police, fire, and medical agencies countywide.
- Oversee the operation of an animal shelter and ensures compliance with all state and federal rules and regulations of operation.
- Maintains absolute confidentiality of work-related issues and County information.
- Performs other duties as required or assigned.

Key Position Priorities

- Elevate community safety by implementing innovative approaches to the challenges of crime, instituting changes in departmental policing methods, community immersion and education, and collaboration with community stakeholders.
- Leverage resources to support the department and its staff while addressing core issues and advocating for solutions related to staffing levels, compensation, training, and work factors that have impacted morale so that all employees feel valued, supported, and have the bandwidth to engage with the community as expected to solve community issues proactively rather than reactively.
- Support the mental health of staff by ensuring availability and accessibility of resources, equipping staff to respond to the mental health needs within the community, and fostering a transparent culture of mental health awareness and education both within the department and the community to reduce stigmas.
- Model a culture of accountability for application of effective law enforcement practices which foster a sense of security and respect for community members and officers alike.
- Recruit and retain diversity among sworn and civilian staff while leveraging internal talent and closing gaps through engaging employees in training, development, and succession planning.



Qualifications

Gaston County seeks a law enforcement leader with a minimum of 10 years of progressive law enforcement experience, including 5 years of senior supervisory/management experience at a command staff level; a BA/BS degree (Master's degree strongly preferred); a valid NC driver's license, or the ability to obtain a valid NC driver's license within 60 days of relocating to NC. The position requires certification as a Police Officer through the NC Criminal Justice Education and Standards Commission. A successful out-of-state candidate will be required to meet the Commission's criteria within a reasonable time frame to be determined upon accepting the position. For more information, please visit <https://ncdoj.gov/law-enforcement-training/criminal-justice/officer-certification-programs/>

Executive law enforcement training (e.g., FBI National Academy, SMIB, FBI LEEDA, Administrative Officers Management Program, etc.) preferred.

Please note that North Carolina law does not recognize nor have a reciprocal relationship with Federal law enforcement certification.

For questions regarding transferring from out-of-state, please contact our Human Resources Director Amia Massey at Amia.Massey@gastongov.com or 704-866-3160.

Compensation & Benefits Package

Gaston County offers a competitive compensation and benefits package. The salary for this position will range from \$150,000 to \$180,000, commensurate with knowledge, skills, & experience.

The excellent benefits program includes:

- **Health**

- Medical, Dental, Vision Insurance
- Health & Flexible Spending Accounts
- County-paid Life Insurance

- **Paid Leave**

- Annual Leave accrual rate between 12 and 26 days per year based upon the length of total covered service to Gaston County
- 12 days of Sick Leave accrued annually
- 11 paid Holidays per year

- **Retirement**

- North Carolina Local Governmental Employees' Retirement System (LGERS) Pension
- 5% contribution to 401(k)
- Deferred Compensation Plans

- **Additional Benefits**

- County-provided take home vehicle & uniforms
- Employee Assistance Program
- Workplace Wellness Plan

Application Process

To be considered for this excellent professional opportunity, please apply online at:

<https://egov.gastongov.com/JobApplications/jobdetails.aspx?jobId=1754>

or e-mail a cover letter, résumé, and a list of a minimum of three references to Amia.Massey@gastongov.com

Interested candidates should submit no later than December 5th, 2022 at 5:00pm.

If you have any questions regarding the recruitment process, or this opportunity, please contact our Human Resources Director Amia Massey at Amia.Massey@gastongov.com or 704-866-3160.

Gaston County is an Equal Opportunity Employer

