

# Inviting Applications for Chief of Police



## Canton, Georgia

# About the Community

Canton is a charming city in Cherokee County, Georgia, that offers a mix of history, culture, and nature to its 36,000+ residents. The city is located 40 miles north of Atlanta, between Atlanta and the Blue Ridge Mountains, offering breathtaking views of the foothills and the Etowah River. With excellent shopping, dining, art, and events, Canton is the perfect place to call home. From exceptional parks to a rich cultural scene, there is something for everyone in Canton. Canton is an inclusive and lively community that offers a perfect blend of charm, modernity, and endless opportunities.

## ***Mayor and Council***

The Mayor and Council are responsible for setting policies, adopting operating and capital budgets, and hiring the City Manager, City Clerk, and City Attorney. The Mayor is elected for a four-year term by all voters of the City. Six Council members are elected for four-year terms, with staggered elections taking place every two years. All Council wards are city-at-large positions with geographic residency requirements. Local laws and policies are established by the City Council, the City Manager is responsible for the day-to-day operations of the city. The Police Chief reports to the City Manager.

## ***Roadmap for Success***

Canton's Strategic Plan has numerous goals and tactics integrated into eight overall guiding principles, or tenets, for Canton's future success. Each tenet is a commitment from the Mayor & Council to residents, businesses, and partners as a platform for thoughtful review when considering new development projects, establishing budget priorities, and approving local guidelines and procedures to optimize city operations. The tenets are: Creating Great Neighborhoods, Celebrating the Diversity in Our Community, Advancing Regional Economic Success, Enhancing Historic Downtown Canton, Sustaining Our Natural Environment, Connecting Citizens to Parks and Recreation, Improving Infrastructure for Future Demands, and Leading with Excellence.



# Ideal Candidate

The City of Canton is inviting applications for the position of Chief of Police.

The new Police Chief will be a dedicated and ethical team player who can quickly gain the confidence of the community, department staff, elected officials, and business owners. The Chief must possess the ability to build community trust through the development of partnerships with stakeholders, utilizing proven law enforcement best practices, and being assessable to Canton citizens. As a key member of the City Manager's Leadership Team, the ideal candidate will demonstrate the ability to embrace change and help guide the community and the department through challenges and opportunities of a growing community.

The successful candidate will be expected to bring a vision of excellence, gain credibility and provide consistency in delivery of police services, promote diversity in the department, and motivate others to provide outstanding services to the community.

The Police Chief must possess highly developed communication and listening skills with an ability to perform well under pressure and meet deadlines. The successful candidate will have in-depth knowledge and experience in the management of a municipal police department, providing a high level of community engagement and advanced crime prevention and problem-solving practices; and be able to work collaboratively with the other departments within the city.



## Canton PD Stats:

**62 Full-time Personnel**

**55 Sworn Officers  
7 Civilian Employees**

**25,377 calls in 2022**

**\$7.1M Police Budget**



# Challenges and Opportunities

The new Police Chief will be expected to work collaboratively with the City Manager, Elected Officials, Police Department Staff, and Community Stakeholders to address the following:

- The new Chief will be expected to establish obtainable Department goals and objectives based on proven best practices that support the strategic plans of the City. Goals should be measurable in order to demonstrate success and to clearly communicate work expectations to staff. “Out of the box” progressive thinking should be valued and encouraged at all levels of the Department to address routine operational matters as well as complex new initiatives.
- The focus on community policing over the past 10 years has had a positive impact on how the Department interacts with Canton citizens. The new Chief will need to evaluate time and resources required for this continued outreach while also meeting the needs of providing for the overall public safety in one of the fastest growing communities in the state.
- Being accessible to all citizens, visible at community events, and participating in community organizations will be important to the success of the new Chief. Canton is a diverse community within Cherokee County and the ability of the law enforcement arm of local government to be meaningfully engaged with that diverse population is a priority of the Mayor and Council. The new Chief will work with the City Manager and other city staff to assure that the Department is engaged in Canton.
- Creating open, clear, timely, and continuous communication with all levels of the Department, that is inclusive of sworn and civilian staff as well as providing meaningful communication to the City Manager must be a major component of the new Chief’s work plan.
- Pending retirements over the next several years, especially at the command staff level, will create new leadership challenges and opportunities. Leadership development that creates a highly skilled and diverse workforce will need to be a major focus for the new Chief. Department leadership of the future should promote a culture that encourages input from all levels of the Department, values critical thinking by all officers, demands impartiality related to career development and discipline, embraces cultural diversity within the Department and continuously assesses training programs to ensure that they remain relevant to Canton policing needs. Special attention should be given to recruiting and retaining a workforce that is reflective of the community it serves particularly supervisory positions.
- Although the Police Department is the single largest department and accounts for approximately 60% of the City’s budget, a major focus of the new Chief should be to promote a department culture that values and promotes a meaningful level of engagement with other city departments and less of an independent standalone function by fostering a ‘team’ culture consistent with the idea of Team Canton.
- Over the next five years the new Chief will play a major role in assisting the city evaluate infrastructure, equipment, and personnel needs that can best serve Canton’s growing population.

# About the Position

## City of Canton Police Department: Providing Dedicated Service to the Community

The Canton Police Department is committed to serving the City of Canton with professional and community-focused policing services. By fostering strong community ties and addressing problems through problem-oriented policing, the Department creates a safe environment for all citizens. The team is comprised of exceptional individuals who strive to deliver the highest quality of service and are guided by values of dedication, integrity, professionalism, creativity, bold leadership, and inventiveness.

### Essential Functions

- Develops, plans and implements department goals and objectives; recommends and administers policies and procedures and communicates to department staff.
- Coordinates department activities with those of other departments and outside agencies or organizations; provides assistance to the City Manager and Mayor & Council; prepares and presents staff reports and other correspondence.
- Directs, oversees and participates in the development of the department's strategic plan; assigns work activities, projects and programs; monitors work.
- Supervises and participates in the development and administration of the Police Department budget; directs the forecast of additional funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures.
- Selects, trains, motivates and evaluates personnel; provides or coordinates staff training; works with employees to correct deficiencies; ensures discipline is progressive and administered in a fair and consistent manner.
- Confers with citizens and city officials on law enforcement problems and assists in the development of innovative municipal law enforcement policies.
- Attends and participates in professional groups and committees such as city, county and police conferences and meetings with other public officials.
- Maintains processes for internal investigations and provides corrective action.

## Minimum Qualifications

- Bachelor's Degree required in Criminal Justice, Public Administration, Law Enforcement, Police Administration or related field; Master's Degree preferred; with a minimum of ten (10) years of progressive experience in police work with five (5) years of experience in upper-level police management; or any equivalent combination of education, training and experience.
- Completion of a law enforcement training program required: FBI National Academy, Northwestern Center for Public Safety's School of Police Management and Command, the Police Institute's Administrative Officers Course, the Police Executive Research Forum's Senior Management Institute for Police or the IACP's Leadership in Police Organizations course or other appropriate leadership training.
- Must possess or acquire within 12 months of hire, a valid Georgia driver's license, Georgia P.O.S.T police officer certification and Georgia Chief certification.

# Benefits & How to Apply

## Compensation and Benefits

The expected starting salary range for this position is **\$135,000 - \$160,000 DOQ** (depending on qualifications), with a very comprehensive benefits package:

- Health, dental and vision insurance
- Basic Life insurance paid by the city
- Short and Long-term disability paid by the city
- Excellent Defined Contribution Plan with an employer match
- Paid time off (PTO) and 13 paid holidays
- Take home vehicle and relocation assistance as negotiated

Interested candidates must submit by email a cover letter, resume, at least five job related references (with email and phone numbers), as well as salary history **no later than January 19, 2024 to [lisaward912@gmail.com](mailto:lisaward912@gmail.com)**

Please direct any questions to Lisa Ward, Senior Associate, Mercer Group Associates, at [lisaward912@gmail.com](mailto:lisaward912@gmail.com) or 706-983-9326 or Alan Reddish, Senior Associate, Mercer Group Associates, Cell: 706-614-4961.

