

## Seeking our next Chief of Police

The City of Graham is seeking a dynamic and experienced Chief of Police to lead our department into the future. This executive position requires a visionary leader with a commitment to professional law enforcement, public trust, and strategic planning. The Graham Police Dept. is a professional and highly respected law enforcement agency committed to community policing and public safety. With a dedicated team of officers and staff, we strive to maintain trust and transparency while ensuring a safe environment for all. We take pride in our proactive approach to law enforcement, modern technology, and strong community partnerships.

An employee in this class performs a variety of administrative, professional, and specialized law enforcement duties in directing all aspects of the City's Police Department, including patrol, criminal investigations, and administration. Work includes developing programs and policies, directing operations, managing growth and development, and supervising the activities and staff. This employee is responsible for selecting and training supervisory staff, budget planning and implementation, facilities/equipment management, public relations, grant writing, and other activities related to police administration. Work requires extensive public contact with state and federal agencies, other police departments, local officials, and the general public. Work is performed under the general supervision of the City Manager and is evaluated through conferences and meetings for effectiveness of the department. Positions in this classification exercise significant authority, discretion, judgment and independence in conducting work assignments and are exempt from the overtime pay requirements of the Fair Labor Standards Act.

The position requires graduation from an accredited college or university with a Bachelor's Degree in Criminal Justice, Public or Business Administration, or a related field. Five (5) years of progressively responsible supervisory and administrative law enforcement experience; including three (3) years of experience as an Assistant Chief or equivalent position or five (5) years of experience as a Commander or equivalent position.

The position also requires a North Carolina class C driver's license and completion of basic law enforcement training certified by the NC Criminal Justice Education and Training Standards Commission.

The expected hiring range for this position is \$116,812.86-\$175,219.29 depending on qualifications, with an additional 5% pay increase provided after the successful completion of probationary period.

The City of Graham also offers an excellent benefits package, including medical Insurance, dental, vision and life insurance at no cost to the employee. The City participates In The North

Carolina Local Government Employees Retirement System (NCLGERS) and also contributes 5% for Police employees in a 401K account with Empower (formerly Prudential). We Offer 12 paid holidays. Along With sick and vacation leave and longevity pay. We also have volunteer benefits such as, flexible spending account, short- and long-term disability, accident, hospital indemnity, and critical illness. Full-time employees will accrue vacation leave, based on the verified aggregate years of service with previous North Carolina governmental employers (excluding educational and health institutions), provided that no individual break in service exceeded six consecutive months and in accordance with the City's vacation leave policy.

To Apply, Please go to: [Apply here for Police Chief](#)

For Questions, please reach out to Lorrie Andrews: [landrews@cityofgraham.com](mailto:landrews@cityofgraham.com) or 336-570-6700