

## Police Chief, City of Richmond Hill, Georgia

The City of Richmond Hill, Georgia is seeking a new Police Chief to join the Richmond Hill team. The City of Richmond Hill, Georgia is a quiet family community, located just minutes south of metropolitan Savannah. The city of more than 19,800 residents retains a small-town charm and offers a high quality of life for its residents. A diminished crime rate, outstanding educational opportunities, community services, recreational facilities, and beautiful scenery are but a few reasons to live here. This family-oriented city is a place where everyone can feel safe and have all the needed amenities and services expected from a supportive community. Richmond Hill is a rapidly growing community located in the southern portion of Bryan County, which has been designated as the fastest-growing county in Georgia and the sixth-fastest growing county in the United States according to recent 2020 U.S. Census Bureau data. Visitors are impressed by its southern charm, rich history, variety of outdoor adventures, fishing, and great local seafood. The mayor and four at-large Councilmembers govern the City of Richmond Hill. The City Charter provides the Mayor and Council authority to appoint a City Manager. The current City Manager has served for 14 years. The Police Chief is recommended for appointment by the City Manager and reports to the Manager. The Police Department is comprised of approximately fifty (50) full-time employees and two (2) part-time employees with an annual general fund operating budget of \$6.9M.

To find out more about the position visit our website at [Current Searches – Mercer Group Associates](#)

The new Police Chief position will possess a strong commitment to serving on the City's leadership team. The successful applicant will exemplify ethical standards, collaboration, and demonstrate a proven track record of effectively leading a police department recognized for its professional law enforcement services. The city seeks an accomplished individual who is forward-thinking, strategic, and dedicated to promoting quality customer service, operational transparency, and active community engagement. The successful candidate must possess thorough knowledge of state and federal laws, city ordinances, and departmental policies and procedures relevant to a professional police department. The new Chief will have proven experience using effective supervisory and management strategies in previous law enforcement roles. The ideal individual will be a strategic thinker who can promptly make sound decisions and take appropriate action in emergencies, dangerous, or unexpected situations. The ideal candidate must have the ability to build community trust through the development of partnerships with stakeholders, utilizing proven law enforcement best practices, and being assessable to Richmond Hill citizens. The new Chief will embrace change and guide the department through challenges and opportunities of a growing community while implementing the policies and directives of the Mayor and Council.

### 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 & 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.

### Compensation and Benefits

The expected starting salary range for this position is **\$105,000 - \$130,000** (depending on qualifications), with a very comprehensive benefits package including: Health, dental and vision insurance; Defined Benefit Retirement Plan with 5-year vesting period; 457 Deferred Comp and 401(a) plans with City matching; Paid time off (personal time and vacation); and Short-term and Long-term disability and life insurance. Assistance with relocation expenses negotiable.

### How to Apply

Interested candidates must submit by email a cover letter, resume, a list of five job related references with phone numbers and email addresses, as well as salary history **no later than February 6, 2026**, to Lisa Ward, Senior Associate, Mercer Group Associates at [lisaward912@gmail.com](mailto:lisaward912@gmail.com). Any questions please call Lisa Ward on 706-983-9326 or Alan Reddish, Senior Associate, Mercer Group Associates at 706-614-4961.



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