

Raleigh, North Carolina, is seeking an experienced
police executive to serve as the next

Chief of Police



Raleigh

CITY PROFILE

During the past 30 years, growth in Raleigh and the surrounding Research Triangle Region has consistently and significantly outpaced the nation. Fueled by an impressive mix of education, ingenuity and collaboration, North Carolina's capital city has become an internationally recognized leader in life science and technology innovation. It also happens to be a really nice place to live.

(source: Raleigh Office of Economic Development)





The Raleigh Community

The City of Raleigh, founded in 1792, is the second largest city in North Carolina. It's situated in the heart of North Carolina's Piedmont region, which is centered between the sandy Atlantic beaches and the Great Smoky Mountains. The City is both the county seat of Wake County and the capital of North Carolina. Raleigh covers an area of more than 146 square miles, has a planning jurisdiction of 181 square miles and is home to a growing and diverse population. Together with Chapel Hill and Durham, Raleigh forms the Research Triangle Park, which was founded in 1959. The Raleigh-Cary metropolitan area includes Wake, Franklin and Johnston counties with a population of almost 1.4 million.

The City of Raleigh has been listed as one of the fastest growing cities for many years — the City's current population is about 475,000 people, up from 291,141 in the 2000 Census. Raleigh is known for its high quality of life for its residents.

Below are some recent national recognitions for the City:

- Raleigh's economy is the *fifth best-performing in the United States*
- Milken Institute, February 2021
- Raleigh ranks third in *Best State Capitals*
- WalletHub, January 2021
- Raleigh ranks third in *Happiest Cities in America* poll
- Men's Health, January 2021
- Raleigh is named one of the *Safest Cities in America*
- WalletHub 2020
- Raleigh ranks among *Best Places to Retire*
- Forbes 2020





Form of Government

The City of Raleigh operates under a charter-mandated Council-Manager form of government. The City is governed by a Mayor and seven Council members, with the Mayor and two Council members elected at large and the remaining five Council members elected from five districts within the City. The Mayor and Council members each serve two-year terms, and all have an equal vote. The City Council establishes policies, enacts ordinances, approves the City budget, and appoints the City Manager, City Attorney, and City Clerk. The City Manager administers the daily operations and programs of the City through the department heads, other staff members and employees. The Police Chief reports to the City Manager or Designee.

The current Police Chief is retiring after eight years as Chief and 33 years of service with the Raleigh Police Department.



Recent Challenges

Like other cities and towns around the country – and the world – Raleigh is experiencing unprecedented times. The community is collectively managing through the COVID-19 pandemic (including the negative impact to small businesses), while addressing issues of racial and social inequality, and responding to community concerns related to policing.

For several years, the City has been involved in multiple efforts focused on fostering a more inclusive community that embraces diversity and recognizes the challenges of race and social inequities. Including diversity as one of the City's eight organizational values and providing equity training for employees are just a few examples of our efforts.

During these uncertain times, the City's ongoing commitment to safety and serving our citizens and residents is more important than ever. The next Chief of Police should be prepared to lead the department through these and other community challenges.

Department Profile

The goal of the Raleigh Police Department is to make Raleigh one of the safest cities in America. To do that, the department continually advances strategies that prevent crime. It finds ways to engage the community in taking steps that help minimize opportunities for victimization. RPD explores appropriate policy direction with the Mayor and City Council and seeks solutions to the complex community problems that contribute to crime and disorder.

Our Mission

IN THE SPIRIT OF SERVICE, THE RALEIGH POLICE DEPARTMENT EXISTS TO PRESERVE AND IMPROVE THE QUALITY OF LIFE, INSTILL PEACE, AND PROTECT PROPERTY THROUGH UNWAVERING ATTENTION TO OUR DUTIES IN PARTNERSHIP WITH THE COMMUNITY.

Our Vision

THE RALEIGH POLICE DEPARTMENT PROMOTES A POSITIVE LEVEL OF REAL AND PERCEIVED SAFETY WITHIN THE CITY OF RALEIGH THAT REFLECTS A THRIVING ATMOSPHERE IN WHICH TO LIVE, WORK, AND PLAY.



Our Values

Our core values are fundamental convictions and beliefs that we hold so firmly that they cannot be altered by circumstances. Our values and how we define our values serve as our ethical compass in making decisions and taking actions.

Service:

We set the highest possible standard of excellence as we serve and protect the community; seeking to maximize the benefits we provide in the interest of community well-being.

Courage:

Our valor proves us worthy of the trust given to us by this community. Our words and actions demonstrate the willingness to venture into danger and difficulty when our duties call for it.

Fairness:

We practice impartiality, equity, and honesty without self-interest, prejudice, and favoritism. We treat people with dignity and respect.

Integrity:

We strive to be forthright and honest in all of our affairs and to maintain the highest moral and ethical standards of character and conduct. We are accountable for our duties and actions. We will freely give reasons for our actions and accept responsibility for them.

Compassion:

We continually remember that our work involves interactions with people, many of whom are undergoing trying circumstances. We display patience and sympathy for those in distress as we work to alleviate harm and suffering

Department Overview

The Raleigh Police Department works in partnership with the community to identify and address conditions that give rise to crime. The Department employs a policing approach that emphasizes the importance of maintaining a full range of enforcement priorities, including quality-of-life issues and violations that breed more serious crime. Through the dedicated service of officers and civilians, district policing, innovative programs, effective use of technology, and enhanced relationships between residents and the police, the Department is confronting crime in Raleigh and continuing to make the City an even better place to live, work, visit and conduct business.



RPD is currently allotted 793 full-time SWORN employees and 108 civilian FTEs. The Department is divided into five Divisions each managed by a police major who reports to a deputy chief.

Our Key Guiding & Governing Documents:

- The City of Raleigh Strategic Plan
- Raleigh Police Department Departmental Operating Instructions
- North Carolina General Statutes
- City of Raleigh Administrative Regulations
- The United States Constitution
- Final Report of the President's Task Force on 21st Century Policing
- Matrix Resource Allocation Analysis
- Firearms Violence Reduction Strategy



Crime Statistics

	2017	2018	2019	2020	Percentage Change
Crimes against persons per 1,000	14.8	15.1	15.4	13.9	-9.74%
Crimes against property per 1,000	49.6	40.7	40.9	37.3	-8.80%

RPD Calls for Service

Year	2016	2017	2018	2019	2020	5 Year % Change
Population	458,862	464,785	469,298	477,276	482,303	5%
911 Calls	207,872	200,664	196,689	194,206	176,740	-15%
Self-Initiated	167,208	144,528	145,853	101,272	46,632	-72%
Total	375,080	345,192	342,542	295,478	223,372	-40%

Average response time to priority 1 calls is 8.8 in 2020. It was 8 minutes in 2019, 7.3 in 2018, 7.18 in 2017, and 7.15 in 2016.

Candidate Profile

The Police Chief reports to the City Manager or Designee and is responsible for the direction and oversight of the police department. RPD provides patrol and emergency response, crime prevention and investigation, animal control, community education, records, and other related police functions.

The City of Raleigh is looking for an exceptional leader with at least 10 years of progressively responsible, related experience that includes significant management and supervisory experience, preferably in a similarly sized city and police department operation.

Qualified candidates will clearly exemplify the City's organizational values of responsiveness, integrity, respect, collaboration, honesty, diversity, stewardship, and initiative. Advanced skills in project management, planning, and formulating strategies and policies in response to emergent technological opportunities and challenges will be essential.

The selected candidate will evaluate the department's operations and work to advance new initiatives to improve how services are delivered. The ideal candidate will maximize the department's community policing and crime reduction strategies while emphasizing accountability and transparency. The selected candidate will have a track record of promoting diversity within the department and demonstrate a genuine cultural competency that will allow them to navigate complex issues while respecting individual differences. Like many cities, Raleigh faces challenges associated with recruiting qualified and diverse applicants. Currently, the department is down several police officer positions. The next Chief will address recruiting strategically to ensure a strong and healthy workforce. The Chief will have experience with restorative justice programs but will balance the need to address community safety in all neighborhoods with the ideal to advance such programs.

Compensation and Benefits

The City of Raleigh offers a competitive salary commensurate with the successful candidate's qualifications and experience. The City provides a comprehensive benefits package to support employees through important events in their life, to enhance their life outside work, and to help them plan and prepare for the future. The City also participates in the North Carolina Local Governmental Employees' Retirement System (NCLGERS). [City of Raleigh Benefits](#)

Application and Selection Process

The City of Raleigh Human Resources Department is partnering with Public Sector Search & Consulting on this search project.

For optimal consideration, candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to: apply@publicsectorsearch.com

References will not be contacted until mutual interest has been established. This position will be considered open until a final selection is made.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be invited to participate in the selection process that starts in May 2021. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City hiring process. It is anticipated the selected candidate will join the City of Raleigh by the end of June or a mutually agreed-upon date.



Confidential inquiries and questions regarding this position or the recruitment process should be directed to:

Mr. Gary Peterson, Chief of Police (ret.) - President/CEO

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Raleigh

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