

The City of Perry is searching for its next



Chief of Police

Perry Police Department
1207 Washington St., Perry GA 31069

TRUST

COMMUNITY

SAFETY

TEAMWORK

The City of Perry Police Department has distinguished itself by advancing innovative and responsive public safety initiatives in partnership with the community. Through a grassroots approach that emphasizes relationship-building and trust, Perry's officers have helped establish a safe and prosperous community in the heart of Georgia. The department continues to protect and promote the City's historic, high quality of life for its citizens - 24 hours a day, 365 days a year.

If you are committed to:



Developing a highly competent, inclusive team of public safety professionals



Building trust, understanding, and collaborative partnerships within the community



Advancing a flexible, responsive, and innovative method of community-oriented policing



Leveraging new information, ideas, and resources to improve the quality of life for Perry residents and visitors

Apply at perry-ga.gov/human-resources

Applications will be accepted through September 6, 2022. Interested candidates may contact Human Resources at (478) 988-2762 for additional information.



Where Georgia comes together.

CITY OF PERRY, GEORGIA

JOB ANNOUNCEMENT

POSITION OPENING: 23-06 **Post Dates:** July 8 – September 6, 2022

Classification Title: Chief of Police

Salary Range: \$95,500 – \$141,400

Location: Perry Police Department

Term of Appointment: Regular/full-time

Probationary Period: 12 months

JOB SUMMARY:

The Chief of Police is a highly responsible position tasked with planning, administering, managing, and evaluating the Perry Police Department's law enforcement activities and related functions. The incumbent provides the Mayor, City Council, and City Manager with operational and policy options to promote more effective delivery of services to the public, with the goal of advancing the quality of life and public safety for Perry residents and visitors. The candidate selected for this position serves as the spokesperson for the department and collaborates with a variety of community stakeholders, organizations, and the public to advance public safety initiatives in line with the City's Strategic Plan and the expectations of Mayor and Council.

ESSENTIAL TASKS:

- Effectively perform the duties, requirements, and functions of the chief law enforcement officer of the City.
- Direct the programs, operations, and services of the Perry Police Department.
- Perform strategic planning and establish department goals and objectives to meet Mayor/Council, department, and community goals and objectives.
- Develop and monitor programs and policies to ensure effective communication within the department.
- Develop and monitor effective succession planning process for department.
- Research, evaluate, recommend, and implement emerging technology to provide for effective law enforcement.
- Interact effectively with City leadership, the community, and all public safety partners to ensure optimal working relationships.
- Oversee preparation and administration of the annual operating and capital budget; operate in accordance with City policies and procedures.

KNOWLEDGE, SKILLS, & ABILITIES REQUIRED FOR THE POSITION:

- Knowledge of law enforcement principles, practices, and techniques.
- Knowledge of best management practices.
- Ability to effectively communicate with diverse groups of employees, partners, and citizen groups.
- Basic knowledge of governmental financial and human relations practices.
- Knowledge of State criminal laws, policies, and practices.

- Ability to effectively communicate with policy makers, upper management, staff, media, external agencies, community groups and individual citizens.
- Knowledge of strategic planning processes and program evaluation.
- Ability to improve and adjust operations based on legal, financial and/or policy challenges.

SUPERVISION RECEIVED AND/OR EXERCISED:

- The incumbent serves at the pleasure of Mayor and Council. Routine supervisory responsibilities, including performance evaluation, are fulfilled by the City Manager.
- The incumbent is responsible for direct and indirect supervision of department employees.

PHYSICAL DEMANDS:

Class E criteria job demand.

WORK ENVIRONMENT:

Mixture of office and field work. Nights and weekends are required as situations warrant.

MINIMUM QUALIFICATIONS:

- Excellent written and verbal communication skills.
- Ability to publicly present issues and address media in emotional, confrontational, and unplanned situations.
- Bachelor of Science or Arts degree from an accredited college or university; Criminal Justice or Business Management degree given preference.
- Master's degree in Public Administration or Criminal Justice preferred.
- At least ten years of experience in law enforcement.
- History of progressive responsibilities; at least five years of supervisory experience.
- History of innovative/creative program initiatives.

This position requires pre-employment, post accident, and random drug screening.

**THE CITY OF PERRY IS AN EQUAL OPPORTUNITY EMPLOYER
AND A CERTIFIED DRUG FREE WORKPLACE**



Where Georgia comes together.

Founded in 1824, the City of Perry is located in Houston County in the heart of Middle Georgia. The historic community lies along I-75, approximately 90 miles south of Atlanta. Perry has been able to capitalize on its proximity to Robins Air Force Base, excellent schools, a unique downtown, and high quality of life in transforming from a small town to a vibrant, growing community of over 20,000 people.



Historic Downtown Perry, a bustling commercial core surrounded by historic, traditional neighborhoods, is the economic anchor of a commercial environment with approximately 740 businesses. Though well-rounded in its composition, the Perry economy is anchored by Robins Air Force Base, the 24,000-employee economic engine located in Houston County. There are also a number of large employers in Perry, including Interfor, Perdue Farms, Frito Lay, Graphic Packaging, and Sandler Nonwoven.

Beyond the strong economic position, much of the City's prosperity can be attributed to the high quality of life found in Perry. The city is continuously lauded as one of the safest communities in Georgia and among the best small towns in Georgia. With a focus on public spaces, parks, and recreational offerings, the City of Perry offers a wide range of recreational and leisure opportunities. Houston County schools are among the best in Georgia and The Westfield School offers a sound private school option. There is also a broad range of post-secondary educational institutions nearby. Organizations like the Perry Area Historical Society and Perry Players Community Theatre serve to round out a community experience that is difficult to surpass. People have found Perry to be irresistible, with over 500 new homes built in the community in 2021 alone!

Perry maintains a Council/Manager form of government. Policy-making and legislative authority is vested in a City Council consisting of the Mayor and six Councilmembers. The Mayor is elected at-large and the Councilmembers from three districts, with two from each. The City Council appoints the City Manager, who is responsible for supervising the City's daily operations, and the department heads, who oversee the operations of their respective departments. The City of Perry is a full-service municipality, providing a broad range of programs and services with an FY23 budget of \$43 million. There are a number of well-developed plans in place, including the Perry Strategic Plan, that guide much of the activities of the City.



The City of Perry provides a superior Quality of Life



There are so many reasons people want to live and work in the City of Perry - from our world-class public school system, to our ranking as one of the safest cities in the state, to our rapidly expanding healthcare network. If you're considering a career with the City of Perry, you may already know these facts. But maybe you haven't considered our variety of recreation and leisure activities spread across 200 acres of parks that allow us to cater to lifestyles of all ages and demographics. Or the fact that we're home to the Georgia National Fairgrounds and Agricenter, which brings in a wide array of events throughout the year. Our shopping, dining, and special events venues continue to expand, and it's no surprise that we've been ranked as the most beautiful and charming small town in Georgia.

Whether you're considering relocating here to benefit from the Houston County School System's outstanding reputation, to enjoy our growing number of restaurant and retail destinations, or to fall in love with our picturesque, historic downtown, we know that you'll find a superior quality of life here in Perry, #WhereGeorgiaComesTogether.



Where Georgia comes together.

The City of Perry provides its employees with **Outstanding Benefits**



CULTURE

Work alongside inspired professionals in a collaborative environment



FULLFILLMENT

Make a difference in your local community - live and work in the City you love.



CAREER

Perry's benefits, compensation, & advancement initiatives signify the respect we have for our employees.

It comes as no surprise that so many people love the quality of life that the City of Perry affords. But did you know that the City of Perry also provides extraordinary career opportunities? With a generous compensation philosophy that outperforms many larger cities and regional businesses, as well as a wealth of benefits for full-time employees - including a comprehensive health/dental/vision/life/disability insurance plan, 120 hours of paid parental leave, flexible paid time off (PTO), a 457 retirement plan with 5% employer match, and a best-in-state tuition reimbursement program - the City continues to affirm its commitment to providing a fulfilling and rewarding experience for its employees.

The City's compensations and benefits package is bolstered by a professional development program that incentivizes continuous growth in knowledge and skills, and by employee engagement initiatives that promote long-term satisfaction. Together, these serve to empower our employees, providing them with the freedom to align their career with their own expectations and ambitions.

Our employees agree: Career fulfillment happens here in Perry, #WhereGeorgiaComesTogether.



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