



JOIN THE POSITIVELY CHARMING CITY OF MEBANE AS ITS NEW POLICE CHIEF

The City of Mebane

The Community

Discover Mebane, ideally located just off I-40 and I-85 in North Carolina's Piedmont region, midway between the majestic Blue Ridge Mountains and the state's beautiful barrier island coastline. A city population of 17,000, Mebane is the perfect mix of small-town charm and proximity to larger cities, including Raleigh, Durham, Chapel Hill, and Greensboro.

Seeking an education? Parents can select from excellent public, charter, and private schools to both Mebane and the surrounding area. Residents pursuing an advanced degree have easy access to highly ranked colleges and universities, including Elon College, Duke University, UNC-Chapel Hill, NC State, and Alamance Community College. In fact, twenty higher education institutions are

within 45 minutes of Mebane, spanning the Triangle and Triad.

Mebane offers convenient, quality healthcare services. Home to more than 24 primary care, pediatric, specialty physicians, urgent care, imaging, outpatient surgery, cancer care, physical therapy, and lab services, we've got you covered. UNC Hospitals, Duke University Medical Center, and Cone Health Alamance Regional Medical Center can be accessed in less than 20 minutes for inpatient care.

Here, friendly neighborhoods, exceptional amenities, and growing global and local businesses come together to create a vibrant community. Our downtown boasts one-of-a-kind shops, delicious eateries, and fun events



for all ages. Visit and you'll discover why Mebane is positively charming.

Services for Residents and Businesses

Residents and businesses depend on us for essential services. These include water, sanitation, street maintenance, police, and fire protection. The city also coordinates planning and zoning, as well as building inspections. Beautiful parks, an abundance of youth and adult recreational opportunities, and the Mebane Arts and Community Center all serve to enrich our community.

The Organization

The City of Mebane operates with a Council-Manager form of government. The City Council includes the mayor and five council members who are elected by citizens of Mebane. The City employs 136 full time employees, in addition to part time and seasonal staff, across 11 departments.

A Rich History

Incorporated in 1881, Mebane was a sleepy little town of around 5,000 for many years, but recently has become an economic engine for the region. As Mebane approaches a future population of 30,000 by 2035, Mebane has spent the past decade quietly attracting new industry, new jobs, and new residents. When the Dutch makers of Biscoff cookies wanted to locate their first factory in the United States, they chose Mebane. Well-known Japanese candy maker Morinaga & Company, Ltd., also named Mebane as home to its first US factory. Walmart, Lidl, Medline, and Chick-Fil-A have chosen Mebane in recent years as the place to be for new distribution centers. Based on its prime location on an interstate right between the Triangle and Triad with access to an able

work force, Mebane is uniquely situated to continue its growth. Maintaining the charm of the city while welcoming new residents and businesses is the primary challenge of the City.



The Opportunity

Under general supervision from the City Manager, the Police Chief performs administrative and managerial law enforcement work serving as the director of the police department and the chief law enforcement officer for the City of Mebane. Work is evaluated on departmental effectiveness, efficiency of operations, public support, reduction in crime rates, and attainment of individual and departmental performance objectives.



The Department

Known for strong relationships with our stakeholders and excellence in community policing, the Mebane Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). Mebane is proud to have achieved CALEA accreditation, which is attained by less than 5% of law enforcement agencies in the nation.

The Department is comprised of 41 full-time employees, to include 37 sworn officers and four civilian staff, across seven divisions, including Operations, Patrol, Support Services, Investigations, Animal Control, School Resource, Administration, Records and Evidence.

The Successful Candidate

The Successful Candidate, active in state and national industry organizations, will have in-depth knowledge of law enforcement management principles and practices, as well as considerable operational experience. The successful candidate will demonstrate:

- Considerable knowledge of the organization, functions, and programs of local government.
- Strong community engagement experience and approachable to various groups, including businesses, non-profits, and the BiPOC community.
- Good communication with the community by being honest, transparent, and empathetic.
- Ability to establish and maintain effective working relationships with subordinates, City management and

staff, the Mayor and Council, and other agencies.

Qualifications

The successful candidate must possess a Bachelor's degree from an accredited college or university in criminal justice, law enforcement, or related field, along with extensive management level experience in a municipality, county, state or federal law enforcement agency, or an equivalent combination of training and experience. A Master's degree is preferred. The Police Chief is required to establish residency within the corporate limits of the City within twelve (12) months of hire.

Compensation and Benefits

The salary range for the Police Chief position is \$86,122--\$133-488. The salary is negotiable, and the successful candidate will be compensated commensurate with experience. A take home vehicle is provided with this position.

The City of Mebane provides a comprehensive benefits package, to include:

- Free medical, dental, vision, and prescription drug coverage to employees
- 5% contribution to 401(k) plan
- Participation in the Local Government Employees Retirement System (LGERS)
- Excellent Paid Leave
- Retiree Health Insurance
- Service Bonus beginning first year of employment
- LEO Separation Allowance
- Supplemental Lump Sum Retirement Allowance



How to Apply

If you are ready to be Mebane's next Police Chief, please submit an application, letter of interest, resume, and items for Police Department Applications to Beatrice Hunter, Human Resources Director, at bhunter@cityofmebane.com. Items referenced can be located [here](#). Inquiries regarding the position may also be addressed with the HR Director.

A first review of applications will take place the week of April 26. Interviews are expected to take place in mid to late May. Candidates selected for interview will be asked to submit a writing sample prior to interview. The expected start date of the successful candidate is August 2021.

