GLYNN COUNTY, GEORGIA

INVITES YOUR INTEREST
IN THE POSITION OF

POLICE CHIEF
Glynn County is located along the Atlantic coast in southeastern Georgia, midway between Savannah, Georgia and Jacksonville, Florida. The county was created in 1777, from 423 square miles of land formerly held by Creek Indians. Glynn County is named for John Glynn, a member of the British Parliament who once held the position of Sergeant of London. Brunswick, the county seat and the county’s only municipality, was named in honor of England’s King George, who was of the House of Brunswick.

The area ranks as one of the top tourist destinations in the nation. Known as “The Golden Isles”, the county’s mainland is surrounded by barrier islands including Jekyll Island, Saint Simons Island and Sea Island. Featuring 207 holes of golf, as well as beautiful beaches on the islands, this coastal location is a haven for residents and visitors alike.

Glynn County is easily accessible via Interstate-95, US Route 17, US Route 82 & US Route 341, as well as two airports (Brunswick Golden Isles Airport and McKinnon Saint Simons Island Airport).

### Glynn County Demographics*

<table>
<thead>
<tr>
<th>Category</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population Estimate</td>
<td>84,739</td>
</tr>
<tr>
<td>Age &amp; Gender</td>
<td></td>
</tr>
<tr>
<td>Persons under 5 years</td>
<td>5.2%</td>
</tr>
<tr>
<td>Persons under 18 years</td>
<td>21.0%</td>
</tr>
<tr>
<td>Persons 65 years and over</td>
<td>21.4%</td>
</tr>
<tr>
<td>Female Persons</td>
<td>52.9%</td>
</tr>
<tr>
<td>Race and Hispanic Origin</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>69.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>26.3%</td>
</tr>
<tr>
<td>American Indian/ and Alaska Native, Native Hawaiian and Other Pacific Islander, Asian</td>
<td>2.5%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.9%</td>
</tr>
<tr>
<td>Hispanic Origin or Latino</td>
<td>6.9%</td>
</tr>
<tr>
<td>White alone, not Hispanic or Latino</td>
<td>63.6%</td>
</tr>
<tr>
<td>Education</td>
<td></td>
</tr>
<tr>
<td>High school graduate or higher</td>
<td>87.3%</td>
</tr>
<tr>
<td>Bachelor’s degree or higher</td>
<td>27.3%</td>
</tr>
<tr>
<td>Personal Income</td>
<td></td>
</tr>
<tr>
<td>Median Household Income</td>
<td>45,938</td>
</tr>
<tr>
<td>Persons in poverty</td>
<td>18.2%</td>
</tr>
</tbody>
</table>

*Statistical information was retrieved from the U. S. Census Quick Facts for Glynn County—July 1, 2021 Estimates (v2021).

### County Government

Glynn County operates under the commissioner-manager form of government. The Board of County Commissioners is composed of seven members elected by the voters for staggered four-year terms. Five members represent specific districts and two members serve at-large. The Chairman is chosen by the Board on a yearly basis. The County provides a full range of services extending beyond those provided by many other counties in Georgia. Services provided include public safety (police and fire protection, emergency management, animal control and jail operations); the construction and maintenance of highways, streets and infrastructure; zoning and code enforcement; court-related functions; recreational activities and cultural events; tax appraisal and administration; general administrative services; and outside agency support.

### Vision

In conjunction with public and private partners across the community, the Board of Commissioners adopted a Shared Vision Statement for Glynn County—“Working together to make Brunswick and the Golden Isles an exceptional place in Georgia to live, work and visit by strengthening our communities and enhancing the quality of life.”

### Mission

To make Glynn County the premier place to live and work in the Southeastern United States, through the provision of quality services to the citizens and a safe and harmonious environment for our employees.

### Core Beliefs

We are an organization that cultivates a transparent environment of trust and respect.

With a sense of camaraderie, we are innovative, creative and focused on solutions to become a model of excellence among local governments.

We are united around our commitment to the County’s vision and values at all levels of the organization.

We believe in serving the people of Glynn County to continually enhance the quality of life.

We are committed to sharing the leadership responsibility to making our County the best while creating a legacy of excellence.
THE POSITION

The Police Chief reports directly to the Public Safety Director, the County Manager and the Chairman of the Board of Commissioners. The Police Chief will report to the Public Safety Director and the County Manager regarding the day-to-day operations of the department, and will report to the Chairman of the Board of Commissioners for the overall direction of the department. The position is responsible for planning, organizing and directing all activities and policies of the Police Department, to include activities involving department services, budget administration, long/short range planning, training issues, political issues, administrative functions and interactions with the public and other law enforcement entities. Essential functions include:

- Directs operations and activities of all functions of the Police Department; administers responsibilities and goals of the department and maintains departmental integrity.
- Interprets, explains, and ensures departmental compliance with all applicable codes, laws, rules, regulations, standards, policies, certifications, and procedures; ensures adherence to established safety procedures; monitors work environment and use of safety equipment to ensure safety of employees and other individuals; initiates any actions necessary to correct deviations or violations.
- Oversees enforcement of all applicable codes, ordinances, laws and regulations (both traffic and criminal) in order to protect life and property, prevent crime, and promote security.
- Develops a strategic plan that is in line with Glynn County Board of Commissioners strategic plan. Sets department goals & objectives and implements a plan to executive department's strategic plan.
- Consults with County Manager, Public Safety Director, County Commissioners, county officials, other law enforcement agencies, and other officials as needed to review department operations/activities, provide recommendations, resolve problems, and receive advice/direction.
- Attends meetings of Board of Commissioners and makes presentations on agenda items pertaining to Police Department.
- Maintains liaison with other departments and other law enforcement agencies; coordinates department activities and exchange of pertinent information with other departments, jurisdictions, or outside agencies; confers with County Manager, Public Safety Director, Fire Chief, County Attorney's Office, and county department directors on issues pertaining to the Police Department or police services; maintains liaison with federal, state, and local agencies and with court officials; makes recommendations related to public safety and road systems.
- Directs supervision of all command staff; meets with command staff to discuss problems, concerns, budget matters, manpower requirements, and training issues; discusses issues/concerns regarding department operations with command staff and makes appropriate recommendations.
- Develops and administers operating and capital budgets for the department; makes budgetary recommendations to individual division managers and reviews division budget requests; develops and/or updates five-year Capital Plan.
- Formulates department policies and procedures; reviews, amends, and updates department policies, procedures, rules, regulations, and standards; develops or reviews policies relating to emergency operations/management during hurricanes or disasters.
- Develops department strategic plan, organizational goals and objectives; establishes plans of action to promote achievement of strategic plan, organizational goals and objectives.
- Responds to various calls, complaints, and requests for services from citizens, other departments, or other agencies; issues correspondence to department personnel regarding changes in procedures, directives, or instructions relating to overall department operations.
- Conducts internal/external investigations of major/serious complaints or accidents involving personnel, vehicles, equipment, or operations of assigned division; researches complaints from citizens and initiates problem resolution; investigates accidents involving injuries and fatalities; reviews results of Internal Affairs investigations; conducts disciplinary hearings.
- Conducts audits of all incoming funds and verifies deposit of funds.
- Develops and maintains a merit promotion policy and process for all promotions.
- Directs departmental training issues; observes/monitors performance of personnel and identifies areas or personnel requiring special or additional training; provides recommendations on training issues.
- Oversees inventory of department equipment, vehicles, weapons, uniforms, forms, and supplies; inspects police vehicles, uniforms, weapons, and equipment assigned to
commitment to attracting, retaining and engaging a diverse successful candidate must have a proven track record of ing a culture of continuous learning and improvement. The must be an authentic leader who is committed to support- mance at all levels of the department. The Police Chief promoting high standards of professionalism and perfor- enforcement professional who has a proven track record of Glynn County is seeking an innovative, contemporary law present community events. present recommendations and ideas through excellent oral and written communication to a wide variety of audiences such as staff, other Department Directors, the County Commission, Police Advisory Panel, and all County staff. The Police Chief should be skilled in establishing and main- ning working relationships with internal and external enti- ties, to include the general public. He/she will be expected to take every opportunity to act as a bridge between the de- partment and the county’s diverse population.

**THE IDEAL CANDIDATE**

Glynn County is seeking an innovative, contemporary law enforcement professional who has a proven track record of promoting high standards of professionalism and perfor- mance at all levels of the department. The Police Chief must be an authentic leader who is committed to support- ing a culture of continuous learning and improvement. The successful candidate must have a proven track record of commitment to attracting, retaining and engaging a diverse workforce. He/she will be a leader, coach and mentor who possesses strong leadership skills and an ability to effectively develop and carry out strategic goals of the department.

The successful candidate will demonstrate a proven track record of developing and implementing progressive, proac- tive law enforcement programs (including Community Ori- ented policing), delivering results, building accountability for staff and creating a positive work environment. He/she should be able to demonstrate the ability to incorporate new technologies and modern investigative methods to combat all crime, to include violent crime.

The successful candidate will demonstrate understanding of the CALEA Accreditation process and commit to obtaining, and maintaining, accreditation.

The Police Chief serves as a member of the County’s Leadership Team. He/she will work collaboratively with members of the team, other department heads, the County Commission, Police Advisory Panel, and all County staff.

This law enforcement professional should exhibit a strong customer service focus and excellent interdepartmental col- laboration to ensure a team environment within the Depart- ment and across departmental lines.

The County seeks candidates who are able to effectively express recommendations and ideas through excellent oral and written communication to a wide variety of audiences such as staff, other Department Directors, the County Commis- sion, Police Advisory Panel, law enforcement partner agen- cies, community groups and other boards and committees.

The Police Chief should be skilled in establishing and main- taining working relationships with internal and external enti- ties, to include the general public. He/she will be expected to take every opportunity to act as a bridge between the de- partment and the county’s diverse population.

**EDUCATION & EXPERIENCE**

Bachelor’s degree in Law Enforcement, Criminal Justice, Management, or closely related field; supplemented by com- pletion of basic police officer training program; supplement- ed by ten (10) years previous experience and/or training that includes progressively responsible police agency manage- ment, law enforcement administration, patrol work, criminal investigations, budget administration, and personnel supervision; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess and maintain valid Georgia P.O.S.T. Peace Officer certification, or obtain within reasonable amount of time after selection. Must pos- sess and maintain a valid Georgia driver’s license.
**COMPENSATION AND BENEFITS**

Salary is commensurate with experience within the hiring range of $101,296—$131,684. (Salary Range $101,296-$161,969). Placement within the range will be based upon the selected candidate’s qualifications. In addition to a competitive salary, Glynn County offers an excellent benefit package including:

- Health Insurance including medical and pharmacy
- Wellness Program and Onsite Employee Wellness Center
- Life Insurance and Long-term Disability Insurance
- Voluntary Benefits including flexible spending accounts, dental insurance, vision insurance, cancer insurance, accident insurance, critical illness insurance, short-term disability, voluntary term life insurance and universal life insurance with a long-term care rider.
- Generous Holiday & Leave Program
- Retirement Program: Defined Contribution plan (401 (a)) is provided in which the County funds a base of 3% and matches up to an additional 3% based on the employee’s contribution into a 457 (b) deferred compensation program.
- Travel Expenses
- Cellular Phone Allowance

**APPLICATION AND SELECTION PROCEDURE**

Interested individuals are invited to apply for this exceptional career opportunity. To be considered for this position, please complete an application by visiting the Glynn County Employment Opportunities page at [https://glynncountyga.munisselfservice.com/employmentopportunities/default.aspx](https://glynncountyga.munisselfservice.com/employmentopportunities/default.aspx) by Friday, January 13, 2023. In addition, applicants must submit a compelling cover letter and résumé highlighting related background, education and experience. The successful candidate will be subject to a check of references, education verification and post-offer of employment medical evaluation, substance screening and background investigation (criminal history and credit history).

Please direct all correspondence and questions to:

Orah L. Reed, Director of Human Resources
Glynn County Board of Commissioners
Human Resources Department
W. Harold Pate Courthouse Annex
1725 Reynolds Street, Suite 102
Brunswick, GA 31520
912-554-7170 (office)
jobs@glynncounty-ga.gov

Equal Opportunity Employer
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