



The City of Charleston South Carolina

invites your interest in the position of

Police Chief



POLICE EXECUTIVE
RESEARCH FORUM

Charleston, with a population of approximately 160,000, is the largest city in South Carolina. It is located in Charleston Harbor on the state's southeastern coast and is the region's primary tourist destination and seaport. The city has approximately 142 square miles of land and water, including over 90 miles of shoreline. Its vibrant historic business district covers eight square miles.

Charleston was voted the “#1 Best Small U.S. City” in 2022 by the *Conde Nast Traveler* Readers' Choice Awards and was one of *Travel + Leisure*'s “25 Best Cities in the World” from 2016 through 2022. Incorporated in 1783, Charleston is known for its rich history, well-preserved architecture, and renowned restaurants and hospitality. The city attracts visitors and locals to its many festivals and events held across the Lowcountry region. Approximately 7 million people visit annually, and in 2022 tourism generated nearly \$13 billion in economic activity, a record high. The city houses the College of Charleston, Medical University of South Carolina, the Citadel, and Charleston School of Law on the peninsula and has a very active and popular late-night entertainment district.



Charleston also is one of the ten largest ports in North America, and its two shipping terminals form part of the fourth-largest container seaport on the East Coast. Charleston's growing information technology sector has solidified the region as one of the best-performing economies in the United States.

City Government

Charleston has a “strong mayor” form of government. The mayor is the chief executive officer responsible for overseeing administration of the city and is elected to four-year terms. (The current mayor took office in January 2016.) The police chief reports directly to the mayor. The City Council's 12 members are elected for staggered four-year terms from single-member districts.

The Police Department

The Charleston Police Department (CPD) employs 473 sworn officers and 89 professional staff, with a budget of \$61 million. It was the first municipal law enforcement agency in the state to be accredited by the Commission on Accreditation for Law Enforcement Agencies. CPD is organized into four operational areas: Office of the Chief of Police, Investigations Bureau, Procedural Justice and Community Policing Bureau, and Operations Bureau.

The 18-member Citizens Police Advisory Council was formed in 2018 to facilitate communication between the police department and Charleston residents, with the goal of improving the delivery





of policing services. The council comprises three subcommittees — communications, traffic stops, and policy — and holds quarterly public information sessions to foster information exchange and public discussion.

Through its Community Outreach Unit, CPD has strengthened efforts to improve the lives of all Charleston business owners and residents, with a focus on youth engagement. The 2020-2025 CPD Strategic Plan calls for increasing community outreach by the department, participation in the Citizens' Police Academy, and outreach to elementary-aged children. Further support for community outreach comes from the Law Enforcement Neighborhood Support Foundation, a charitable organization established in 2021 to assist law enforcement in strengthening community relations and improving public safety.

CPD has expanded its public health and safety partnerships with area service agencies and providers to address issues such as mental health, addiction, and chronically unhoused individuals. The department has also received a Smart Policing Initiative Grant from the U.S. Department of Justice to support programs providing response and assistance for residents facing behavioral health crises.

In addition, CPD is implementing recommendations from its 2019 racial bias audit to improve departmental policies and practices relating to traffic stops, data collection, use of force, professional standards, community engagement, and accountability mechanisms.



The Ideal Candidate for Police Chief

The City of Charleston is seeking a proven leader with exceptional interpersonal and communication skills who can earn the confidence of the community and the department. The successful candidate will have a proven track record of working successfully with diverse communities and will expand upon the department's current community engagement efforts.

Candidates must possess exceptional management skills and the ability to cultivate excellence in policing. The selected candidate will be well-versed in best practices in policing and able to work collaboratively as a part of the city's management team to address issues of public safety in a growing, tourism-oriented environment.

At a minimum, this position requires a bachelor's degree in law enforcement, public administration, or a related field plus 10 years of directly related experience, including at least five years in management or supervision, or an equivalent combination of education, experience, and training. A master's degree in public administration or a related field is preferred. Additional specialized leadership education, such as the Senior Management Institute for Police, FBI National Academy, or Southern Police Institute is highly desirable. Once appointed, the police chief must reside in the City of Charleston and obtain police certification in the State of South Carolina.

The ideal candidate will have:

- A demonstrated success in building relationships of trust, mutual understanding, and accountability as a leader within the community and in the police department
- A demonstrated commitment to working with diverse communities and the ability to forge partnerships to address issues of public safety, including at times when there is not a crisis
- A demonstrated ability to build partnerships and collaborate with community-based and other organizations that support public health and public safety objectives in ways that complement law enforcement
- Experience implementing policing strategies proven effective in reducing crime
- Strong interpersonal and communication skills and a demonstrated ability to be visible, approachable, and available within the department and in the community
- Effective communication skills as a spokesperson for the police department and city who can inspire confidence and promote the city as a safe tourism destination
- Experience in successfully planning and managing large-scale events
- Experience in, and a commitment to, identifying best practices for policies, strategies, systems, and technologies to optimize the delivery of police services
- A proven commitment to inclusive hiring and staffing, including training that responds to the needs of the community

- Extensive administrative experience in the many aspects of contemporary policing practices in a growing, diverse community
- Experience in implementing visitor safety policies and procedures in a community with a strong tourism economy
- A strong understanding of the City of Charleston and the police department

Compensation

The salary range is \$190,500 to \$205,000 and the salary will be commensurate with the selected candidate's experience. The city offers an excellent benefits package.

How to Apply

The Police Executive Research Forum (PERF) is assisting the city in the selection process. For questions about this position, contact Terry Chowanec at tchowanec@gmail.com or (301) 448-9858, or Antoinette Tull at antoinette@hurtlellc.com or (804) 640-0323. Qualified candidates may apply in confidence and should send a cover letter, resume, and a list of five references by July 31, 2023 to: CharlestonPC@policeforum.org.

The City of Charleston is an Equal Opportunity Employer. It does not discriminate on the basis of race, sex, age, religion, ethnic origin, sexual orientation, or disability status.

