

## THE COMMUNITY

DeKalb County is Georgia's fourth largest county with approximately 736,000 residents calling it home. The geographical area of the County covers approximately a 271 mile radius consisting of a portion of the city of Atlanta; the cities of Avondale Estates, Chamblee, Clarkston, Decatur, Doraville, Dunwoody, Lithonia, Stone Mountain and Tucker; and several unincorporated areas. Four major interstates and Metropolitan Atlanta Rapid Transit Authority (MARTA) System are easily accessible for commuting.

### Business and Education Hub

DeKalb is the headquarters of a number of prominent research organizations including the Centers for Disease Control and Prevention, the only federal agency headquartered outside of Washington, DC, and Emory University's Winship Cancer Institute. Emory University, one of the "Ivy League Schools of the South," and Agnes Scott College, a top women's liberal arts college, are both located within the County. The DeKalb County School District also has a number of high achieving schools, including the DeKalb School of the Arts which ranks as the second best high school in the state.

### Growing International Community

DeKalb has emerged as one of Georgia's most culturally diverse communities. More than 64 languages representing Asian, Hispanic, European and African cultures are spoken here. The County also has become a home for African, Iraqi, and Latino asylum seekers displaced by turbulent political circumstances and seeking a new home.

### Natural Wonders

One of DeKalb's most well-known attractions is Stone Mountain Park, home to the world's largest free-standing piece of exposed granite and the world's largest relief sculpture. Another natural attraction is Davidson-Arabia Mountain Nature Preserve, with 2,000 acres of granite outcrop, wetlands, pine and oak forests, streams, and a lake.

### Government Structure

The Chief Executive Officer (CEO) is the County's top elected official. The County has 45 departments with most department heads reporting to the CEO through the Chief Operating Officer (COO). Like other county governments, there is a Board of Commissioners (BOC) that is the legislative branch, and a court system that is the judicial branch. The County's recommended 2019 Tax Fund Budget is approximately \$644 million, with a total annual budget of \$1.3 billion, not including capital appropriations. The principal sources of the general fund budget are property and sales taxes.

## CHIEF OF POLICE

### Ideal Candidate

DeKalb County, Georgia seeks an innovative and experienced leader to serve as its next Police Chief. This individual must be a proactive, energetic, transformational executive who has the ability to build morale and help the department enhance safety and the quality of life for DeKalb's residents. The ideal candidate should have strong communication skills; experience executing strategic plans into operational realities; the ability to work collaboratively with elected and appointed officials, citizen and civic groups; and the appropriate awareness to work effectively within an economically and culturally diverse community.

The successful candidate will have a track record for effective team management and results-driven leadership; the ability to grow, strengthen, and ensure the agency's sustainability; and an aptitude for effective delegation and quick problem-solving. The candidate must advance integrity and competency within the department through leading by example, setting the tone at the top and strengthening the culture of fairness and respect throughout the agency while emphasizing transparency, and improved community relations.

### Position

The Police Chief reports to the Deputy Chief Operating Officer for Public Safety and directs a department operational budget of approximately \$104M. Key objectives involve maintaining law and order, and protecting life and property through strategic policing initiatives.

**PROFESSIONALISM** ✓  
**INTEGRITY** ✓  
**ACCOUNTABILITY** ✓

The Police Department has four major divisions managed by Deputy Chiefs: Uniform, Criminal Investigations, Special Operations, and Support Services. Approximately 725 sworn and 242 non-sworn personnel support four precincts across the County - North Central, South, East, and Tucker.

### Minimum Requirements

Bachelor's degree (Master's preferred) in Criminal Justice, Police Science, Criminology, Public Administration, or related field; twelve years progressively responsible work in law enforcement, five of which must include senior management experience in a similar sized jurisdiction, or as Chief in a smaller agency. Additional specialized education (FBI National Academy, Southern Police Institute, PERF's Senior Management Institute, Georgia Command College) is desired. Candidate must possess or obtain State of Georgia Peace Officer Standards & Training (POST) Council basic and executive certifications in law enforcement within 18 months of employment.

Come join our team and help move **DEKALB FORWARD TOGETHER!**

### HOW TO APPLY

Please apply online at:

[www.dekalbcountyga.gov](http://www.dekalbcountyga.gov)

Attach resume, cover letter, and at least five job-related references to your application.

**The position is open until filled. Expressions of interest and applications will be received and maintained in strict confidence.**

Questions may be directed to:

Laynea Allen, PHR, SHRM-CP  
Human Resources Generalist Principal  
DeKalb County Government  
Department of Human Resources  
1300 Commerce Drive, Suite 100  
Decatur, GA 30030  
[lcallen@dekalbcountyga.gov](mailto:lcallen@dekalbcountyga.gov)  
(404) 371-2600

**An Equal Opportunity Employer**





# COMPENSATION & BENEFITS

The salary for Police Chief is \$160,000 or more, depending on the experience and qualifications of the selected candidate. The successful candidate will also receive a competitive fringe benefit package as stated below.

**Pension Plan:** DeKalb County provides a hybrid defined benefit/defined contribution pension plan.

**Health and Dental Care:** Health care plans include traditional HMO, PPO & HSA. Dental and vision insurance are additional optional benefits.

**Basic Life Insurance:** Benefits are 2.25 times an employee's annual salary rounded up to the next \$1,000.

**Flexible Spending Account Plan (FLEX):** Flex spending works with other benefits to save the employee money.

**Employee Assistance Program (EAP):** Serves employees and their household members who experience personal problems.

**Deferred Compensation:** DeKalb County employees are provided the option of supplementing their retirement earnings with tax-deferred savings, through payroll deductions in a 457 retirement program.

**Credit Union:** Peach State Credit Union offers a variety of credit union services tailored towards County employee needs.

**Holidays:** DeKalb County observes 10 holidays.

**Paid Leave:** DeKalb County offers 13 days sick leave and a minimum 15 days of annual leave per year.

**Relocation:** Housing and moving cost reimbursement directly attributable to relocation is negotiable.



Michael Thurmond, CEO

## Board of Commissioners



Nancy Jester  
District 1



Jeff Rader  
District 2



Larry Johnson  
District 3



Stephen Bradshaw  
District 4



Mereda Davis Johnson  
District 5



Kathie Gannon  
District 6



Lorraine Cochran-Johnson  
District 7



## DeKalb County Police Honor Guard



Benita C. Ransom, SPHR, SHRM-SCP  
Human Resources & Merit System Director

Prepared by Human Resources Department - January 2019

DeKalb County  
Executive Search  
**POLICE CHIEF**  
\$160,000+ Negotiable