



Welcome to the Town of Mooresville

Police Chief Position Open - Apply by December 11, 2015



Population 35,300 (estimate 2014)

Located in the heart of the Carolinas, Mooresville is perfectly situated on Lake Norman. Presenting a stunning panorama with over 520 miles of shoreline, it is the largest man-made lake in the state. Mooresville's placement in the Piedmont Region (the plateau between coast & mountain), is reason to boast of its ideal trifecta location. Drive a half-hour south and you can enjoy the big city flavor of Charlotte; two hours west and you are in The Appalachian, Blue Ridge and Great Smoky Mountains; and 5½ hours east puts you in the famous Outer Banks. Residing in Mooresville is being able to live in one of the most beautiful places on earth – in fact, Thrillist.com named it one of the 12 Most Luxurious Lake Towns in the world!

Welcome to Race City, USA! Charlotte Motor Speedway is 20 miles south and Mooresville is the home to more than 60 NASCAR teams and racing related businesses. NASCAR is a vital part of Mooresville – the Town where Days of Thunder was filmed, two automotive museums are housed (The Memory Lane Motorsports and Historical Automotive Museum and the North Carolina Auto Racing Hall of Fame), and where Dale Earnhardt

Inc. and Kyle Busch Motorsports call home. Car shows are held on the 1st Saturday from April through October and the Race City Festival is in May.

But Mooresville is not just fantastic scenery and cars. Choose from all types of adventures such as exotic animal encounters at Zootastic Park, or experience a drive-through safari at The Lazy Five Ranch, with 700+ animals from 6 continents in natural habitats! Delight in the outdoors with a hike, bike ride, bird watching and hunting & fishing nearby. Or enjoy the sparkling waters of Lake Norman with swimming, cruising on a river boat, canoeing, paddle boarding, or sunbathing on the beach. If you want to speed things up, rent your own speed boat or Jet Ski, or whip around the go-kart track at a world-class Motorplex!

Nearby, the sports fan will find the Charlotte Panthers and Bobcats. Of course, college sports are phenomenal here with Duke, the University of North Carolina, North Carolina State and Wake Forest all within three hours. If you like to travel, Charlotte offers an excellent international airport, and Piedmont Triad International Airport in Greensboro is a little over an hour away. Interstate 77 splits the Town and I-40 and I-85 are both nearby.

Feel the southern hospitality of the Town, as you walk through Historic Downtown and visit the Mooresville Depot Fine Arts Gallery, a repurposed train depot-turned-art gallery which features many local artists. Or visit the Welcome Home Veterans Living Military Museum, honoring America's veterans and active duty military. You'll catch your toe tapping to lively music each Saturday at the Veteran's Museum where veterans and professional musicians play bluegrass, country and traditional music. Finally, you can catch Music on Main which takes place year round either on the lawn at Town Hall, or inside The Charles Mack Citizens Center. When you are hungry, eat at one of the many Food Trucks lined up downtown, or have a glass of locally-brewed beer at one of the many fine restaurants in Town and nearby.

Mooresville offers top-notch sporting facilities, including four grass and two turf soccer fields, 12 baseball and softball fields, a professional 18-hole Disc Golf Course, 6 tennis courts, an indoor facility for basketball, volleyball, gymnastics, and martial arts tournaments. The emphasis here is on family and it shows. All the parks have cameras. Why? So grandparents in California or just around the corner can go to the Town's website and watch their favorite player in action for any game!

The public and charter schools are excellent – they have top scores (see GreatSchools.org) and excellent reviews.

The graduation rate for its high school has been 90% for the last five years and the system is known for innovation. The School District began providing a MacBook laptop to every student (grades four through twelve) in 2010. Its Superintendent was named Superintendent of the Year by the American Association of School Administrators in 2013. The District and community are supportive of extracurricular activities. Three quarters of the students are involved in something ranging from high school football and the marching band (recognized as one of the best in the state) to the chess club. Finally, bond issues pass here, generally with 70% or so voting affirmatively.

North Carolina may be full of charming small towns, however, Mooresville stands apart as one with the southern hospitality you are looking for at an affordable price. It offers great housing – old as well as new (hundreds of homes are under construction mostly with prices mostly in the \$250,000 price range). Taxes are low and services are great. Healthcare is excellent. The local hospital has 100 acute care beds and 300 physicians on staff representing 40 specialties. For employment Lowes Home Improvement has its headquarters here but it is just one of many businesses located in Mooresville. The low crime rate combined with the moderate commute time puts Mooresville at the top of the list of Best Cities to Live in NC (see creditdonkey.com), and the Micropolitan Publication rating sets Mooresville near the top for 9 of the past 10 years!

Even with the growth, Mooresville has retained a nice home town feel that is safe and always welcoming. You'll be hard pressed to find a friendlier, more polite group of people anywhere. Neighbors help their neighbors and watch out for their children. There are a lot of great traditions the community enjoys, such as the upcoming Christmas parade which will bring out 10,000-12,000 people. It is a very giving community – a small town with a big heart!

All these reasons and more make the Town of Mooresville an ideal choice for professionals, families and retirees alike. We hope you'll choose to look into Mooresville, and discover why its residents think it is the greatest place on earth.

History

The area that would develop into the Town of Mooresville was originally settled by English, German, and Scot-Irish families. Most of the settlers wanted new land to establish their farms, and they formed small communities. They primarily grew cotton and their farms flourished turning into small plantations by the 1850s.

In 1856, a railroad was built that ran through the farm of John Franklin Moore. He set up a Depot, known as Moore's Siding, on his land and encouraged others to help establish a small village there. The Civil War stalled the development but once the war was over, Moore incorporated the little village into a town. Mooresville was officially created in 1873.

The railroad brought growth to the Town. The 1890s brought the first water plant, a library and a phone company. The first of many textile mills started in 1900. From textile mills to NASCAR, over the years many business and industries have called Mooresville home.

Demographics

Table 1: Demographics

2015 Estimated Population: 35,300			
Distribution by Race		Distribution by Age	
Caucasian	77%	0 to 5	7%
African American	11%	5 to 18	28%
Asian	7%	19 to 64	55%
American Indian	3%	Over 65	10%
Other Races	2%		

Note: The Census Bureau believes most of those claiming some other race are Hispanics representing a variety of races.

Educational Achievement (over age 25)		Median Age	
High School or Higher	91%	Mooresville	34
Bachelors Degree or Higher	29%	U.S.	37

Average Family Income	
Average Family Income	\$61,003
Families Below Poverty Line	10%

Source: U.S. Census Bureau

Climate

Mooresville enjoys around 216 sunny days and four seasons. Temperatures are so moderate you can wear flip-flops almost year round. The weather starts to heat up in March. By July, the average high temperature is 89° F

degrees, and humidity between 60-90%. The warm days stretch into fall and early November, with the humidity holding around 50%. Winter brings the occasional freeze, with the average temperature in January at 40° F. The area generally receives less than 5 inches of snow annually. The area stays lush and green due to the humidity and with the 43 inches of rain it receives each year – the number of days with any measurable precipitation is around 107.

Geography



Geographically speaking, North Carolina offers the best of both worlds. It is one of the few places where you can start your day in the mountains and end it with a sunset stroll along the beach. Mooresville is situated on a 14.7 sq. miles of land on the southwestern edge of the Piedmont Region. Located in southern Iredell County, Mooresville is approximately 25 miles north of Charlotte in the Charlotte metropolitan area. It is also about 90 miles northwest to the mountains, and 220 miles east to the beach. Proximity to the interstate, highways and major roadways is a boost for Mooresville, as it allows locals and tourists easy access to and from this small southern Town.

Commerce

Mooresville has enjoyed significant commercial and residential growth recently. Between 2002 and 2013, the tax base grew from \$1.992 billion to \$5.214 billion. Several regional and national companies including Lowes Companies, Inc., NGK Ceramics USA Inc., Cardinal FG, and large well-known retailers like Target, Walmart, Sam's Club, Best Buy, Pet Smart, and Dick's Sporting Goods are located in Mooresville.

A number of commercial/office parks (Lakeside Business Park, Talbert Pointe, South Iredell Industrial Park, and Mooresville Business Park) provide commercial office space to many companies, including Amex Packaging LTD., Roush & Yates Racing Engines, Hybrid Technologies Inc., Corvid Technologies, Carolina Distributors, Carolina Beverage Group LLC, Southern Container, and Prairie Packaging.

Downtown Mooresville boasts a wide range of shopping and dining venues as well as offering a variety of goods and services. The principal employers are: (See Table 2 on page 5).

Government

Mooresville operates under a Council-Manager form of government. The citizens elect a Mayor and six Commissioners as the Town's governing body. The Mayor and two Commissioners are elected at-large. The other four Commissioners represent wards and must live in the ward they represent. The Mayor serves a two year term, while the Commissioners serve staggered four year terms. The Mayor, two ward commissioners and one commissioner-at-large run in November of odd numbered years. The Mayor may only cast a vote in case of a tie.

The Town government tends to be very stable. In the most recent election, the three Commissioners were unopposed and the Mayor won re-election with 89% of the vote. The Commissioners all genuinely have the best interests of the Town at heart and hold the department directors and employees in high regard. They are very supportive of the Police Department.

The Board of Commissioners appoints a Town Manager to serve as the chief operating officer administering all municipal affairs. The Town offers all the traditional services (development services, fire/rescue, library, parks and recreation, police, public works, stormwater, water, and wastewater). It also has a golf course and three cemeteries. The Town's General Fund Expenditure Budget is \$58.4 million and the Total Budget is \$87.8 million.



Table 2: Top Ten Employers

Name of Entity	Facility Type	Employees
Lowe's Companies, Inc.	Regional Headquarters	1000+
Ingersoll-Rand Company	Regional Headquarters	1000+
Lake Norman Regional Medical	Hospital & Medical Offices	1000+
NGK Ceramics, USA Inc.	Catalytic Converters for Automotive	700
Town of Mooresville	Public Administration	500
Mooresville Town Schools	Education Services	500
Walmart Associates	Retail	450
BestCo, Inc.	Manufacturing	450
Penske Racing, Inc.	Racing	350
Pactiv Corporation	Manufacturing Plastics	215

Source: Mooresville FY 2015-2016 Budget

The Police Department

The Police Department is fully accredited and has 76 sworn officers and 22 civilian positions. Its budget is \$8,562,751 and is divided into three major divisions: Patrol, Support Services (including the detectives) and Administrative Services (essentially records). It has a number of specialized units. Among them are Traffic, General Investigations, Narcotics Investigations, School Resource Officers, Parks Public Safety Officers and Communications. It is a stable department staffed by high quality professionals and morale is good overall. Officers take pride in their work and there is a sense of comradery. Salaries are good and the Department has done an excellent job of keeping up with technology.

As noted, the Town's crime rate is relatively low and especially as it relates to violent crime. The Department tries to be very aggressive in controlling drug activity since drug abuse and drug sales are tied to crime rates and especially violent crime. The Department's biggest concerns are property crime and traffic complaints (including crashes). The Town investigates up to 2,500 wrecks each year. Mooresville has rated very well in livability and its low crime rate is usually cited in the articles.

Opportunities & Challenges

In many ways, Mooresville is the dream situation for an incoming Chief. The Police Department has a great team

and is well respected in the community. Crime is low. The Town Board of Commissioners strongly supports the Department and wants it to have the resources it needs. That said, the new Chief will face some issues.

First and foremost, Mooresville is not isolated from national trends. Right now, officers are choosing to leave due to the current events and attitudes towards police across the country. Many no longer feel safe and are very concerned that even a very minor mistake could

become an item on national television. It is also causing significant declines in the number of people considering law enforcement as a career. Area programs are reporting they are seeing less than half the students than they had a year ago. Diversity has also been an issue. Like departments virtually everywhere, the Department would like to be more representative of the community they serve. The new Chief will have a unique opportunity to build on the strong existing relationships with the community and within his/her own department, and to find new innovative ways to recruit and retain officers.

Mooresville, while beautiful, has irregular boundaries. On a map, the Town looks somewhat like an octopus. As a result, policing the area can be difficult. I-77 divides the Town, and areas east and west of the interstate are vastly different. The west side of Town contains most of the new development (residential and shopping) and is more congested. The east side is older, and more of the long time Mooresville residents live there. The Town's police station is on the east side and the places to cross I-77 are limited. In the long term, the Town will probably need a new station on the west side.

While Mooresville's close proximity to Charlotte brings many advantages such as short commute times and the ability to enjoy big city events and amenities, it also brings challenges. Mooresville has a very low crime rate. What little it does have often revolves around I-77 which runs north and south splitting the Town. The interstate means outsiders can hop off, commit a vehicle break-in

at a shopping center or property crime and be gone before anyone knows the crime has been committed. The citizens want to be sure that people feel safe in every part of their community.

The outgoing Chief is well-known and highly regarded in the community. He has created a great department. He did not stand on formality and the citizens appreciated it – in fact, to them Chief Robbins is simply “Carl”. He has been open to input and did a wonderful job at community outreach. The police at the schools truly care and are idolized by the children. The Chief has been visible at community events, and has worked hard on fostering healthy relationships with the diverse residents of the Town. After the church shootings in Charleston, SC, he placed a patrol car in the church parking lots of those congregations that might be considered a target. That was very much appreciated by all. Continuing, expanding, and improving upon that legacy will be a challenge.

Finally, while growth has been a blessing (it has helped fund many of the improvements the Town has made in the past few years), it is also a challenge. Just keeping up can be hard. In the next 20 years, the Town’s population is expected to grow by another 10,000 to 15,000 people so the growth is not expected to slow in the near future.

Ideal Candidate

Mooresville is committed to finding just the right person to be its next Police Chief. The Department is well run – nothing is broken – so the Town is seeking a great leader, not a savior. When asked what characteristics the next chief should have, someone volunteered, “The wisdom of Solomon, the strength of Sampson and the patience of Job.” That is actually pretty accurate, as long as we add the integrity of Abraham Lincoln and the eloquence of Martin Luther King Jr.

The next police chief will have approximately 100 people reporting to him/her and will need to be an outstanding leader. The individual will lead by example and be the model officer who is extremely knowledgeable of policing. He/she will be dedicated and someone who inspires the



staff while being someone the community looks up to. The ideal candidate will be committed to excellence and to the community.

The Chief will value training for him/herself and for employees. He/she will be a mentor, always working with the staff to provide opportunities to learn and grow. The individual will be compassionate but also challenge everyone to excel. While being reasonable, he/she will have high standards and demand accountability. The Chief will empower the staff and officers and set goals and help with direction as needed. The individual will then step back and let the employees do their jobs. The Chief will not be a micromanager.

The Chief will be an outstanding communicator and equally comfortable making a budget presentation to the Town Commission or speaking with individuals with limited abilities about a crime. Having an open mind and listening will be key. Get the facts first and then make the decision that is in the best interest of the Town's residents. Not all decisions will be popular but the Chief will not waiver. At the same time he/she will always be open to input, and if the decision can be improved upon or needs to be reversed, his/her ego will not prevent him/her from doing the right thing.

The ideal candidate will have experience working with other agencies at the city, county, state and federal level. He/she will spend time with department employees and in the community making new contacts and chatting with old friends. His/her ears will always be open, always seeking things the Department can do better. The individual will make everyone feel valued.

Personally, the ideal candidate will be approachable, cheerful, persistent, responsive and friendly. The Chief will be humble - someone people can be comfortable with and want to be around. He/she will have outstanding people and problem solving skills. The individual will be a forward thinker, a planner and an out-of-the-box thinker – always open to new ideas and technologies. The Chief will be completely honest and have the highest degree of integrity. He/she will value transparency but also understand its limits in police work. The Chief will understand politics but not be involved in them.

The selected candidate will have a Bachelor's Degree in criminal justice or related field supplemented by basic and advance courses in police science, leadership, and administration. He/she will have 10 to 15 years of law enforcement management experience or an equivalent

combination of education and experience. The individual must have (or be able to rapidly obtain) a North Carolina driver's license and an Advanced Law Enforcement Certificate issued by the North Carolina Justice Training and Standards Commission. He/she will have completed an executive leadership/management course sponsored by a leading law enforcement education provider such as the FBI Academy. A Master's Degree is preferred.

Compensation

The salary range is \$74,765 to \$116,929. Benefits are excellent.

Most Recent Police Chief

The current Police Chief is retiring on December 1st after seven years as Chief and 21 years with the Department. The Town conducted an internal process to replace him but could not agree on a candidate. We do anticipate one or two internal candidates.

Residency

The Police Chief is not required to live in Mooresville, but it is strongly encouraged. The Town wants the new Chief to become an integral member of the community, understanding firsthand the Town's texture, potential and challenges that the Town and people face.

How to Apply

E-mail your resume to Recruit27@cb-asso.com by December 11th. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537.

The Process

Applications will be screened beginning December 12th. Finalists will be selected on January 6th and interviews held on the 14th and 15th. A selection will be made shortly thereafter.

Other Important Information

Mooresville is an Equal Opportunity Employer and strongly encourages women, minorities and veterans to apply.

Additional Information on Mooresville

<http://www.racecityusa.org/>

<http://www.ci.mooresville.nc.us/>

<http://www.visitnc.com/charlotte-region>

<http://www.ci.mooresville.nc.us/DocumentCenter/View/1124>

www.creditdonkey.com/live-north-carolina.html

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