



APEX
NORTH CAROLINA

CAN CLUB

WINNER
CAKES

POLICE CHIEF

Apex, North Carolina

EXECUTIVE
RECRUITMENT
PROVIDED BY



THE COMMUNITY

Apex is a town in Central North Carolina located within the Research Triangle Park (RTP), commonly called the Triangle. Its unique position places it near three major tier 1 research universities: Duke University, The University of North Carolina Chapel Hill, and North Carolina State University. Located in Wake County, Apex is considered a suburb of Raleigh, and is close to Durham. It's also close to Interstate 40 via NC 540 and is minutes from the Raleigh-Durham International Airport (RDU). Apex has a population of 80,000 in 26.28 square miles.

Officially incorporated in 1873, Apex was one of the first towns to develop around the state capital of Raleigh. It has a rich history that stems from a railroad station that began operating in 1869. Originally named Log Pond, the Town changed its name to Apex because it was situated at the highest point along a 30-mile section of the Chatham Railroad. Steam engines would stop at the top of this climb to replenish their water supply on the way to Raleigh. As development increased around the railroad station, dense forests were cleared for farmland and Apex quickly became a trading and shopping center. Since the train station was located in the heart of a vast pine forest, Apex became a shipping point for products, such as lumber, tar, and turpentine. By the turn of the 20th century, the little Town of Apex boasted a population of 349.

Sadly, two disastrous fires shaped Apex's growth and development: a Feb. 1905 fire that destroyed a number of frame commercial buildings in the Town, and a June 1911 fire that destroyed much of the business district, including many old frame stores, the Merchants and Farmer's Bank, and the postmaster's house. The fires provided merchants with a strong incentive to replace the old wood frame structures with fireproof brick buildings, many of which are still in use today, including the 1912 Apex Town Hall that has housed many ventures throughout the years and currently serves as the Halle Cultural Arts Center.

Apex remained a sleepy little town into the early 1960s when the nearby Research Triangle Park began to attract high-tech firms from around the world. Apex began to boom, along with the rest of the Triangle, and by 1990, the population reached 5,000. The Town experienced major growth during the '90s as technology-driven industry continued to move into the area. On February 28, 2023, Apex celebrated 150 years of incorporation. Apex has continued to experience consistent growth, and today Apex is a place all its own, rather than a stop along the way.

Major employers include Apex Tool Group, ATI Industrial Automation, Dell Technologies, Madern USA, Potters Industries, and Tipper Tie.



Downtown Apex hosts nearly a dozen street festivals and special events throughout the year, attracting thousands of attendees. PeakFest is a signature community event, drawing artisans from all over the state with their unique wares. Dozens of barbecue-cook teams from across the country descend on Downtown Apex for the Peak City Pig Fest. Throughout the year, the Town celebrates diversity, inclusion, and belonging with many cultural festivals and events including the Latino Arts Festival, Russian Festival, Black History Month, Women's History Month, and Juneteenth.

History buffs flock to the Town's central business district, with multiple structures listed on the coveted National Register of Historic Places. Just step inside the Halle Cultural Arts Center and learn about the building's history, dating back to 1912. The Halle is now a modern center for exhibitions, musicals, and plays.

Apex has a median household income of \$129,688 and an average home value/price of \$618,000.



VISION

A community unified in the stewardship of our small-town character and natural environment, for a future where all succeed.

MISSION

Provide exceptional public service that fosters opportunity for the individual and community to live, thrive, and reach their peak.

VALUES

Performance, Empowerment, Accountability, and Knowledge.



GOVERNANCE & ORGANIZATION

The Town of Apex operates under a council-manager form of government with five Town Council Members and a Mayor, all elected at-large to four-year terms. Every voter completes a ballot that lists all candidates, selecting their top three choices for Council Members. As a result, the top three vote-earners are appointed to the Council. This is a little different in years when the Mayor is elected — voters would select one candidate for Mayor, and their top two candidates for council members. The council and mayor appoint a Town Manager to run the day-to-day operations. Randal “Randy” Vosburg has served as the Town Manager since April of 2024.

Apex has a FY2025 General Fund budget of \$118,063,600 and 686 full-time employees. Its ad valorem tax rate is \$0.34 per \$100 of valuation.



A Welcoming Community: Create a safe and welcoming environment fostering community connections and high quality recreational and cultural experiences supporting a sense of belonging.

High Performing Government: Deliver exceptional service valuing an engaged workforce with an emphasis on efficiency, collaboration, innovation, and inclusion.

Environmental Leadership: Commit to sustaining natural resources and environmental well-being.

Responsible Development: Encourage equitable and sustainable development that provides accessibility and connectivity throughout the community.

Economic Vitality: Improve and sustain an environment that invites and retains a diversity of residents, employment opportunities, and businesses.



ABOUT THE DEPARTMENT

The Apex Police Department consists of four divisions: Administration, Criminal Investigations, Patrol, and Special Operations. The Department handles property and evidence, quartermaster, crime analysis, training, internship program, Citizens Assisting Police in Apex (CAPA), Public Safety Cadets, chaplain, records, school resource, and community policing/crime prevention officers. It also provides 24-hour uniformed-patrol and investigative services, emergency dispatch, victim and witness assistance, and other crucial public safety services.

The Emergency Communications Center is part of the Administration Division and serves as the public safety answering point for the Town of Apex. They provide emergency and non-emergency radio and telephone communications for the Police Department. On-duty telecommunicators are the first representatives of the Department for all persons calling for assistance and they are a vital link between the citizens and first responders. The Emergency Communications Center is equipped with the proper technology and equipment to help Apex residents during any situation that may arise.

The Apex Police Department is committed through its slogan, "Protectors of the Peak", to achieve its mission. They develop partnerships and specific goals designed to enhance police service to the community in a manner that is consistent with its vision and the principles of its core values.

The Apex Police Department has 128.75 full-time employees and an annual budget of \$22,224,400. The Emergency Communications Center has 15 full-time employees and an annual budget of \$1,949,600.



MISSION

Through our every action, we enhance the quality of life by providing exceptional public service while respecting the rights and dignity of all people.

VISION

The dedicated professionals of the Apex Police Department will strive to be a benchmark of law-enforcement excellence through our innovative problem-solving efforts and tireless pursuit of personal and organizational improvement as we foster public trust.

VALUES

Professionalism: We are open, honest, and forthcoming in our words and actions. We treat everyone with dignity, respect, and fairness regardless of individual background. Our appearance, demeanor, and bearing exemplify the highest standard in modern law-enforcement.

Excellence: We pledge to challenge ourselves in achieving the very best results in everything we do. We provide exceptional public service in a polite and responsive manner that surpasses all public expectations. We will continue to maintain or exceed national accreditation standards.

Awareness: Through our vigilance, we remain aware of our surroundings and the needs of the public. We are ready for action and are prepared to successfully resolve any situation. We anticipate changes and view challenges as opportunities.

Knowledge: We are innovative problem solvers in an ever-changing world. We apply cognitive thinking to address community concerns by applying the skills gained through education. We heavily invest in the growth and development of our employees as our greatest asset.

ABOUT THE POSITION

Reporting to the Assistant Town Manager for Community and Safety, the Police Chief plans, organizes and directs the law enforcement program of the Town of Apex. This position is responsible for protecting life and property through a varied program of enforcement, detection, and prevention of crime and accidents. They plan and direct emergency response activities; create and articulate a community policing philosophy and related outreach programs; identify process and quality improvements; and implement special law enforcement activities.

Responsibilities of this position include developing and executing strategic plans, setting short- and long-term goals for the Police Department, and managing Department budgets. The Police Chief provides recommendations to the Town Manager and oversees budget administration, purchasing, and grant development. This position upholds performance standards and a law enforcement philosophy, fostering a clear vision and direction for the Department. Leading the recruitment, selection, career development, and training of personnel is crucial to this position, as is advising on training, work assignments, scheduling, and discipline. The Police Chief works to establish credibility and trust within the community through education and outreach programs, addressing public inquiries and complaints. They direct Department functions, including patrol, investigations, emergency communications, traffic safety, community services, and school resources.

The Police Chief supervises internal personnel investigations, establishes policies and procedures, sets priorities, and evaluates Departmental operations. They collaborate with staff on process and quality improvements aligned with strategic outcomes. Representing the Police Department in presentations to civic organizations, media briefings, and on social media is the Chief's duty. The Police Chief also responds to communications from stakeholders, analyzes internal data for enforcement measures, and establishes new policies for cultural change. Overseeing the preparation of special state, federal, and local reports is important, as is cooperating with other law enforcement agencies, overseeing the application of technology within the Department, and analyzing crime and accident trends. The Police Chief is responsible for supervising the Communications Center and providing leadership, management, and supervision to all Department personnel.

Work is performed in accordance with Departmental policy and state and federal law. The employee is subject to hazards of law enforcement work, including working in both inside and outside environments, in extreme hot and cold weather, and potential exposure to various hazards such as dangerous persons, loud noises, and hazardous spills with fumes, oils, gases or flammable liquids. Work in the law enforcement field is subject to the final standards of OSHA on bloodborne pathogens.





OPPORTUNITIES & CHALLENGES

Fill a Leadership Void

The Apex Police Department is preparing for a transition as the current Police Chief plans to retire. During his tenure, the Chief has been recognized nationally for his expertise and reform-minded approach, which has brought significant attention to the department. As the department looks to the future, there is an opportunity to ensure continued strong leadership and address any evolving needs within the team.

Boost Department Morale

About a year ago, the Police Department undertook a cultural awareness survey to gain insights into the organizational climate. The survey results highlighted areas for potential improvement, prompting discussions among the Town Administration, Town Council, and the Police Department. To facilitate these conversations, a consultant was brought in to help navigate complex issues. While this process revealed some challenges, it also presented an opportunity for growth and positive change. Moving forward, there's a chance to build upon these experiences, address any lingering concerns, and work collaboratively toward strengthening departmental unity and morale.

Prepare the Department for Growth

Apex, a fast-growing town with small-town charm, remains very popular for relocating families due to the many amenities it has to offer. The next Police Chief should have experience dealing with development and its effects on providing quality police services.

The Apex Police Department is also growing, and the next Chief should be familiar with providing police services to a growing community and an expanding Police Department. Those challenges include recruiting and retaining sworn police officers, managing the dynamics of changing workforce, sworn, and civilian staff, demonstrating a documented history of implementing the principles of 21st-century policing, and embracing and implementing the latest technology to enhance crime prevention efforts.

The next Apex Police Chief will inherit an agency with a low crime rate, an excellent reputation as a cutting edge, forward-leaning agency, and an agency that embraces technology to combat crime in its community.

IDEAL CANDIDATE

The Town of Apex seeks an experienced, yet humble servant-leader to serve as its next Police Chief. The ideal candidate will be present and engaged, and highly visible in the Police Department and community. Someone with a hands-on leadership style is highly desired, as is a person who is experienced in growing the workforce. The chosen Police Chief will have high emotional intelligence and will be people focused. They will embrace diversity and be able to navigate the challenges of racial equity, law enforcement, and privacy issues. Experience growing staff for the future of policing is highly preferred.

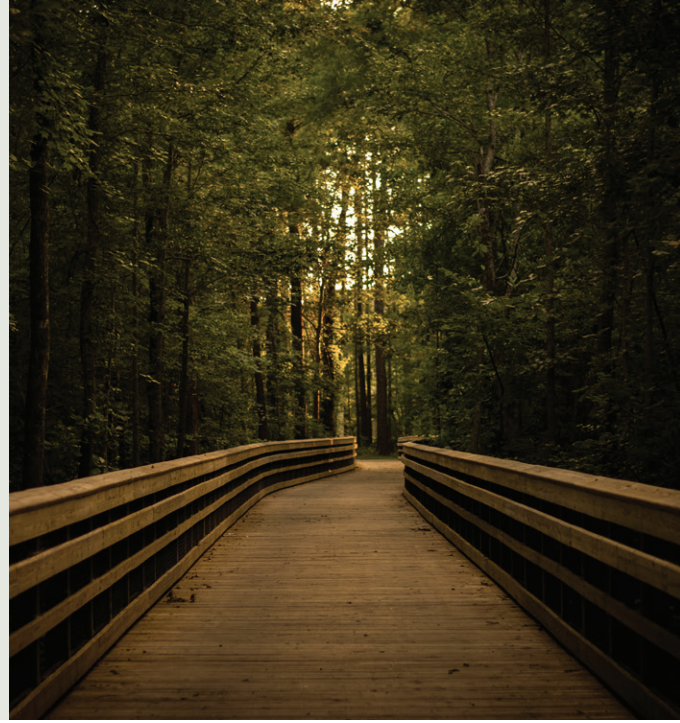
EDUCATION AND EXPERIENCE

This position requires a bachelor's degree in criminal justice, public administration, or a related field supplemented by advanced courses in police science and administration. A master's degree in criminal justice, public administration, or a related field is preferred. At least six (6) years' experience in progressively responsible work, including considerable management experience, is required. An equivalent combination of education and experience will be considered. Candidates must have a valid North Carolina driver's license. They must have completed the minimum requirements established by the North Carolina Justice Training and Standards Council for certified law enforcement officers. Advanced law enforcement certification is preferred.



COMPENSATION AND BENEFITS

The annual salary range for this position is \$138,607-\$214,840 dependent on qualifications and experience. The Town of Apex offers a comprehensive benefits package, including medical, dental, vision, and life insurance; generous paid leave including bereavement, parental, caregiver, professional, sick, and vacation; and retirement contributions. The Town participates in the North Carolina Local Government Retirement System with a 6% employee contribution and five-years vested. Additionally, the Town contributes 5% of each employee's salary toward the NC 401K Supplemental Retirement Plan. Employees are immediately vested in this 401K plan and may elect to make voluntary contributions to this plan or to a 457 Deferred Compensation Plan. Employees may be eligible for the employee Credit Union, recognition programs, tuition reimbursement, and/or longevity pay.



APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Charles Kimble, Sr. Vice President
CharlesKimble@governmentresource.com
910-261-6681



The Town of Apex is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

Town of Apex
apexnc.org

Apex Police Department
apexnc.org/police

Apex Economic Development
apexeconomicdevelopment.org

Apex Chamber of Commerce
apexchamber.com

Explore Downtown Apex
exploreapexnc.com

[Promotional video](#)

