



**Wilmington Police Department**  
**Assistant Chief of Police**  
**Deputy Chief of Police**



## MISSION STATEMENT

Wilmington police strive to follow the acronym “P.R.O.T.E.C.T.” as their mission statement: Partnership with the community, Respect and value all citizens, Organizational excellence and accountability, Teamwork approach to problem-solving, Equality and inclusion where all people are treated fairly, Commitment to agency and the community it serves, and Transparency through open and effective communication.

## MESSAGE FROM THE CHIEF

*The Wilmington Police Department is committed to enhancing the quality of life in our community through dedicated service. We are a capable, forward-thinking organization comprised of men and women who actively fulfill our mission to collaborate with the community, safeguard our residents, and uphold the rights and dignity of every individual.*

*Our officers and professional staff maintain the highest levels of personal and professional integrity, allowing them to prevent crime, enforce the law, address community concerns, and serve as positive role models for those we serve.*



*Ryan Zuidema*





## ■ WILMINGTON POLICE DEPARTMENT

The Wilmington Police Department is a community-focused police agency with an annual budget of \$45 million. The department is currently authorized for 280 sworn officers and 99 professional staff members. The command staff comprises the Chief of Police, Assistant Chief of Police, and three Deputy Chiefs, each of whom leads one of the department's three primary bureaus: (1) the Office of the Chief, (2) the Support Services Bureau, and (3) the Field Services Bureau.

Demonstrating its deep commitment to community-based policing, the Wilmington Police Department strengthens relationships with residents through a variety of unique partnership initiatives. To further enhance training and community engagement, the department established the Haynes/Lacewell Police and Fire Training Facility, a state-of-the-art center designed to provide advanced training for both police officers and firefighters. This facility has a 100-yard firing range and multiple simulation training modules and offers citizen academies and immersive interaction simulations to individuals and businesses, promoting transparency and strengthening the relationships between public safety personnel and the Wilmington community.



The department holds dual accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the North Carolina Law Enforcement Accreditation (NCLEA), reflecting its dedication to best practices, accountability, and continuous improvement in public safety, ensuring that the Wilmington Police Department operates under nationally recognized standards in law enforcement policy, operations, and professional conduct.



For more information about the Wilmington Police Department, visit [wilmingtonnc.gov/police](http://wilmingtonnc.gov/police) or scan the QR code.





# CITY OF WILMINGTON NORTH CAROLINA



Wilmington, located in New Hanover County, is a vibrant coastal community of approximately 127,000 residents spanning nearly 51.49 square miles along the Cape Fear River. Known for its scenic waterfront, historic downtown, and thriving neighborhoods, the city blends coastal charm with urban amenities.

Recognized by World Atlas (2023) as one of the “Most Charming River Towns in North Carolina” and by Southern Living (2024) as one of the “Most Beautiful Coastal Towns in the South,” Wilmington offers an exceptional quality of life. Its award-winning Riverwalk serves as a central hub for dining, shopping, and entertainment, while premier venues such as Greenfield Lake Amphitheater and Live Oak Bank Pavilion support a dynamic arts and music scene. Signature events including the North Carolina Azalea Festival and Riverfest draw thousands of visitors annually.

Wilmington is a regional center for education and workforce development, home to the University of North Carolina Wilmington and Cape Fear Community College. It also hosts one of North Carolina’s largest deep-water ports, contributing significantly to regional commerce and economic growth.

Founded in 1739, Wilmington has played a meaningful role in American history and was designated the nation’s first World War II Heritage City in 2020. The city continues to acknowledge and learn from its complex past, including the events of 1898, while focusing on inclusive progress and community engagement.

Together, Wilmington’s rich history, strong economy, and vibrant culture make it a distinctive place to live, work, and serve.







## **CITY GOVERNMENT IN WILMINGTON**

The City of Wilmington operates under a Council-Manager form of government. The City Council consists of seven elected members, including the mayor, who set policy direction for the city.

The City Manager is responsible for daily operations, overseeing all city departments, including the Wilmington Police Department. The City Council and City Manager are very supportive of public safety and

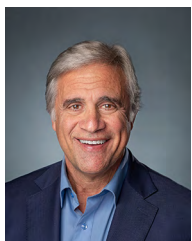


initiatives geared toward creating a superior quality of life for residents and a thriving business environment for community partners. The Chief of Police reports directly to the City Manager and serves as a key advisor on all public safety initiatives, crime prevention strategies, and community policing efforts.



## **MEET THE WILMINGTON CITY COUNCIL**

The City of Wilmington is governed by a nonpartisan City Council consisting of a mayor, mayor pro-tem, and five councilmembers elected by the entire city. In addition to meeting twice every month (typically the first and third Tuesdays), Councilmembers also serve on several boards and committees and represent the City at numerous community functions.



*Mayor  
Bill Saffo*



*Mayor Pro-Tem  
Kevin Spears*



*Councilmember  
Salette Andrews*



*Councilmember  
Chakema  
Clinton-Quintana*



*Councilmember  
David Joyner*



*Councilmember  
JC Lyle*



*Councilmember  
Cassidy Santaguida*

## ■ IDEAL CANDIDATES

The Wilmington Police Department seeks proactive, strategic, and visionary leaders to serve as Assistant Chief of Police and Deputy Chief of Police. These executive leaders will play a critical role in advancing professional excellence, accountability, and operational effectiveness while authentically cultivating trust, transparency, and collaboration within the department and throughout the community.

Successful candidates will demonstrate a strong commitment to ethical leadership, staff development, and community engagement. They will build and sustain partnerships with local, state, and federal agencies, city departments, businesses, and community organizations to enhance outreach and promote public safety through prevention, intervention, preparedness, and enforcement.

**The Assistant Chief** will assist the Chief of Police in the overall management and administration of the department, providing leadership in strategic planning, succession planning, budgeting, policy development, and oversight of police operations and community enhancement initiatives. The Assistant Chief will act in the absence of the Chief, direct department-wide initiatives, and ensure alignment between operational practices and organizational goals.

**The Deputy Chief** will support the Chief and Assistant Chief by managing an assigned bureau and leading day-to-day operational and administrative functions. The Deputy Chief will oversee personnel, budgets, training programs, and special initiatives while ensuring effective service delivery and continuous improvement within their area of responsibility.







In addition to being visible and accessible, certain traits will be essential for the success of these Chiefs. The ideal candidate will have demonstrated effectiveness in the following areas:

- Strategic thinking with the ability to set and articulate long-term goals, align departmental priorities with community needs, and lead transformative change
- A leadership style defined by integrity, ethical decision-making, collaborative problem-solving, and a commitment to fairness and equity at all levels of the organization
- Exceptional communication and interpersonal skills, with the ability to engage effectively in the department and across all segments of the community, including residents, business leaders, advocacy groups, and elected officials
- A track record of assessing, implementing, and sustaining meaningful improvements to policing services to ensure fair, equitable, and consistent public safety outcomes across all communities in a growing and diverse city
- Extensive command experience and a deep understanding of the evolving challenges facing modern policing, with the education, training, and expertise necessary to implement contemporary, accountable, and community-centered public safety practices
- A demonstrated history of strong administrative leadership, with expertise in managing and optimizing the delivery of policing services in a growing and diverse city
- Advocacy for employee wellness and safety, ensuring that mental health, resilience, and professional development are priorities in the department
- Proven experience in designing and implementing innovative and inclusive hiring, retention, and staffing strategies that reflect the diversity of the community
- A history of proactive outreach and engagement, with a commitment to visibility across all levels of the department, ensuring officers feel heard, supported, and valued

## ■ EXPERIENCE AND EDUCATION

- Bachelor's degree in criminal justice, public safety, or related field
- By posting close, a minimum of ten (10) years of progressively responsible supervisory and management experience in a municipal, state, or federal law enforcement agency
- **For Assistant Chief:** By posting close, at least two (2) years of experience as a Police Captain or equivalent
- **For Deputy Chief:** By posting close, at least one (1) year of experience as a Police Captain or equivalent
- A valid North Carolina Class C driver's license, or the ability to obtain one within sixty (60) days of hire
- Successful completion of a comprehensive background investigation
- Candidates must demonstrate advanced knowledge of law enforcement systems, organizational management, and strategic program development. Independent judgment, sound decision-making, and the ability to apply technical and leadership skills across complex operations are essential
- An advanced degree and additional executive leadership training—such as the FBI National Academy, Senior Management Institute for Police, or the Southern Police Institute—are highly desirable and will be considered favorably
- These positions offer a unique opportunity to contribute to the Wilmington Police Department's long-term vision, strengthen community trust, and lead with integrity, professionalism, and innovation



## ■ COMPENSATION AND BENEFITS

The expected hiring range for these positions is \$140,000 - \$170,000, with the final salary for both positions being based on qualifications and experience. The city offers a comprehensive benefits package, including health coverage, retirement plans, and wellness programs to include an onsite healthcare provider free to employees who participate in the healthcare plan. The Chiefs will participate in the North Carolina Local Government Employees' Retirement System (LGERS). In addition, the city provides an automatic contribution to a 401(k) plan, and employees have the option to make additional contributions to either a 401(k) or a 457 plan. Relocation assistance may also be provided if the selected candidate qualifies.



# ■ CHALLENGES AND OPPORTUNITIES

## CHALLENGES

Like many departments across the country, recruiting and retaining highly qualified officers continues to be a challenge.

The next Assistant Chief and Deputy Chief should be able to provide a fresh perspective and creative strategies to attract talented officers to our agency.

WPD is a young department with several newly promoted field supervisors. The next Assistant Chief and Deputy Chief must be an experienced law enforcement leader with the ability to mentor and develop those under his or her command.

Technology in law enforcement is moving at an increasing pace. The next Assistant Chief and Deputy Chief must have the ability to identify emerging trends in the industry and provide executive-level guidance on new initiatives that leverage technology to most efficiently deliver services.

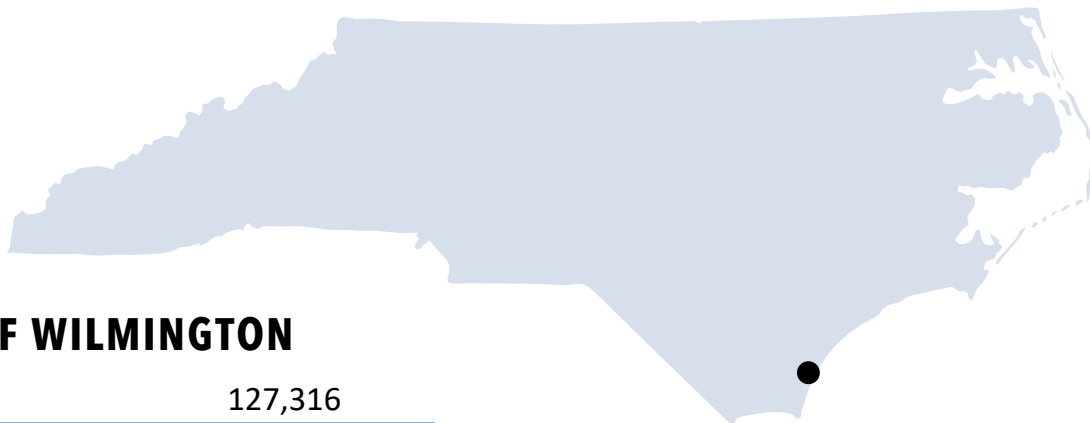
## OPPORTUNITIES

WPD is in the process of a department-wide reorganization initiative. The next Assistant Chief and Deputy Chief will have the opportunity to help shape this transition and develop a roadmap for the future of the organization.

The City of Wilmington is moving toward a “One City” initiative focusing on collaboration among city departments. The next Assistant Chief and Deputy Chief will have the opportunity to build strong partnerships with city staff to ensure the efficient and effective delivery of citywide services.

The next Assistant Chief and Deputy Chief will have the opportunity to lead a highly trained department that values leadership development and growth opportunities for all staff members.





## SNAPSHOT OF WILMINGTON

Population	127,316
Square Miles	51.49
Colleges/Universities	4
City Parks	48
Median Home Value	\$386,000
Households	53,374
Median Household Income	\$63,900
2025 City Budget	\$268,319,252
2025 PD Budget	\$45,357,305

## ■ HOW TO APPLY

PAS Consulting Group is assisting the city in the selection process. For questions about this position, contact Niki Polk at [npolk@pasconsultinggroup.com](mailto:npolk@pasconsultinggroup.com) or **(404) 931-1472**.

Qualified candidates may apply in confidence by submitting an electronic application with attached cover letter and resume through Wilmington Government jobs at [wilmingtonnc.gov/jobs](http://wilmingtonnc.gov/jobs) or by scanning the **QR code**. The application deadline is March 18, 2026.



## ■ SELECTION PROCESS

Candidates selected to move forward in the recruitment process will participate in an on-site Assessment Center, tentatively scheduled for April 15–17, 2026. Additional details regarding the schedule and format will be provided to invited candidates.

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

