



## Town of Garner

The Town of Garner is a suburb of Raleigh, the Capital City of North Carolina and within the region known to locals as the 'Triangle.' According to 2006 statistics, Garner is home to more than 22,364 residents. The Town is located 7 miles south of downtown Raleigh and conveniently located to many amenities. The RBC Center, Carolina Hurricanes, BTI Arts Center, Alltel Pavilion, North Carolina State University, Meredith College, Wake Tech Community College, State Fairgrounds, Lake Wheeler and Raleigh-Durham International Airport are all within 15 miles or less.

Town residents can drive less than 40 miles to UNC Chapel Hill, Duke University, Campbell University, watch a Durham Bulls baseball game or take a swim in Jordan Lake. A vacation at the beach or visit to the port city of Wilmington are within a 2 hour drive by vehicle.

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## Police Department

The Garner Police Department employs 59 sworn police officers and six (6) full-time civilian personnel. The Department is nationally accredited by the Commission on Accreditation for Law Enforcement Agencies ([CALEA](#)) and committed to community policing. There are a wide range of assignments available within the Department. They include:



Canine Handler [Christina Pappas](#) with Jordi

- Patrol
- Investigations
- Canine Handler
- School Resource Officer
- Traffic Safety Unit
- Crime Prevention Officer
- Special Response Team (or SWAT)
- Crisis / Hostage Negotiator
- Specialized Instructors



## Career Development & Advancement

The Police Department offers a progressive career development program for all personnel. Depending on years of experience, advanced training and performance, officers may be appointed to Police Officer II, First Class and Senior Officer status. With annual budget approval, appointments may involve a base salary increase.

When vacancies occur, eligible personnel are encouraged to apply and compete for several specialized positions within the Department. Selection processes include physical skills, writing and other position specific tests as needed. If selected, personnel must agree to remain in the position for a minimum of three (3) years and complete annual training requirements. With budget approval, base salary increases may be available if selected for a specialized position.

Promotional opportunities are limited, but are increasingly more common with continued growth. To be eligible for promotion, personnel must meet distinct experience, past performance and training requirements. Assessment centers are used to select the most qualified candidates for promotion. Center events include, but are not limited to writing exercises, role play scenarios, group exercises, panel interviews and physical skills tests. The Police Department currently employs the following supervisory positions:

- **Sergeant**
- **Lieutenant**
- **Deputy Chief**



Police Department Honor Guard

## Benefits

The Town of Garner and Police Department offer excellent health, retirement and equipment benefits.

- Health & Dental Insurance
- Employer paid life insurance
- Tuition Assistance
- 401 (k) supplemental retirement program with 5% employer contribution
- Local Government Employees Retirement program (6% employee contribution matched by Town)
- Vacation, Sick, Holiday, Military and Family Leave
- Longevity Pay
- Annual performance based base salary increases
- Assigned or Take-home cars for officers who live within 5 miles of Town limits
- Laptop Computer
- Uniforms, shoes and all other required equipment is provided at no cost



## Salary

The Garner Police Department offers a competitive starting salary. The current salary range for Police Officer (non-supervisory) is \$35,790 - \$55,553. The hiring range for police officer is \$35,790 - \$39,369 and varies according to individual qualifications. Salary incentives are provided for applicants with one or more of the the following credentials:

- College degrees
- Military experience
- BLET certification
- Previous 'sworn' law enforcement experience
- Oral and written fluency in both Spanish & English (as determined through testing)
- Special skills (as determined by the Chief of Police)

## Training Opportunities



The Garner Police Department encourages all personnel to seek continued education and advanced training courses. With adequate staffing levels, it is not uncommon for officers to attend training on-duty. Officers attend advanced courses at the North Carolina [Justice Academy](#), surrounding Community Colleges, NC State University and UNC - Chapel Hill. The Department routinely hosts training courses offered by the [FBI](#), [IACP](#), [CICP](#) and other outside consultant experts.

## Minimum Qualifications For North Carolina Law Enforcement Officers

- United States Citizenship
- 20 years of age at time of hire
- Must not have committed, or been convicted of, a felony offense
- Must not have committed or been convicted of certain Class B misdemeanor criminal offenses, including domestic violence
- Valid driver's license and ability to obtain a NC driver's license if from out-of-state
- Successful completion of a medical examination and drug screen
- Successful completion of a psychological evaluation
- Vision correctable to 20/20
- High school graduate or have attained a GED certificate
- Ability and desire to work rotating, 12 hour shifts
- Must not be related to current Department employees or other Town officials.

Click [here](#) to learn more about minimum qualifications needed to become a North Carolina Law Enforcement Officer or complete a questionnaire.

**ATTENTION OUT-OF-STATE or LATERAL TRANSFERS:** Click [here](#) to learn more about minimum qualifications needed as outlined by the North Carolina Criminal Justice Education, Training and Standards Division.



### Police Officer Application Process

The Garner Police Department seeks to employ the most qualified applicants using a multi-dimensional process. There are nine (9) phases.

- Phase I:** Submission of Application Materials
- Phase II:** Applicant Meetings (optional)
- Phase III:** Examination of Application Materials
- Phase IV:** Physical Skills Testing, Oral Interviews
- Phase V:** Ranking of candidates according to test scores, suitability factors
- Phase VI:** Conditional offer of employment
- Phase VII:** Background investigation; polygraph; medical evaluation; drug screen
- Phase VIII:** Meeting with Police Chief
- Phase IX:** Final offer of employment with official starting date

### Related Links

<a href="#">Research Triangle Park</a>
<a href="#">Alltel Pavilion</a>
<a href="#">RDU International Airport</a>
<a href="#">NC State University</a>
<a href="#">Meredith College</a>
<a href="#">Wake Tech Community College</a>
<a href="#">UNC Chapel Hill</a>
<a href="#">Duke University</a>
<a href="#">Carolina Beach</a>
<a href="#">Wilmington</a>
<a href="#">Jordan Lake</a>
<a href="#">Lake Wheeler</a>
<a href="#">State Fairgrounds</a>
<a href="#">Durham Bulls</a>
<a href="#">Carolina Hurricanes</a>
<a href="#">RBC Center</a>
<a href="#">Campbell University</a>



Traffic Safety Unit Officer [David Taylor](#)