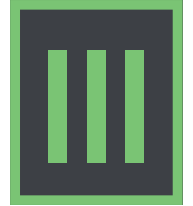
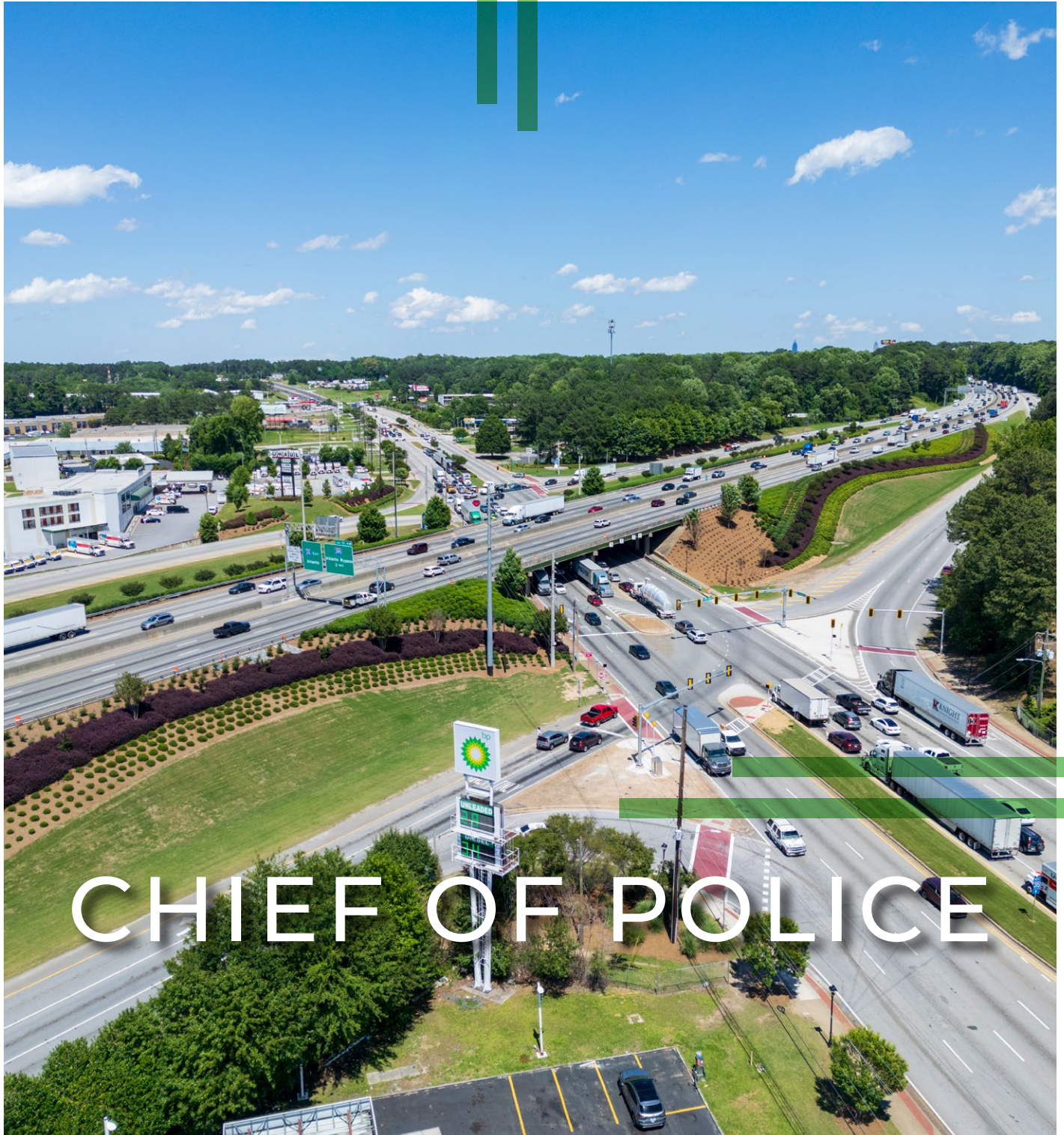


A NATIONAL SEARCH
is underway for a new Chief of Police



South Fulton, GA



SOUTH FULTON, GA

THE 01. OPPORTUNITY



A national search is underway to recruit an accomplished and visionary law enforcement executive to serve as the next Chief of Police for the City of South Fulton, Georgia.

Located within the dynamic Atlanta metropolitan region and home to more than 110,000 residents, South Fulton is a vibrant and growing community only eight years removed from incorporation. The City seeks a forward-thinking leader who can guide the South Fulton Police Department (SFPD) into its next phase of organizational maturity and professional excellence.

This opportunity comes at an important and transformative moment for the department. South Fulton is committed to strengthening internal trust, enhancing operational effectiveness, and ensuring the highest levels of community safety. The next Chief will lead thoughtful policy modernization efforts that reinforce accountability, elevate professional standards, and promote a culture of integrity throughout the organization.

The ideal candidate will bring a distinguished record of executive leadership, high integrity, and a collaborative management style. The successful Chief will be an engaged and visible leader who values partnerships and connects effectively with South Fulton's diverse communities. Through steady leadership and modern management practices, the Chief will continue building a professional, accountable police agency aligned with contemporary policing standards and community expectations.



GOVERNANCE **STRUCTURE** 02.

The City of South Fulton operates under a council-manager form of government, which separates policy leadership from administrative management.

Under this structure, the Mayor and City Council establish policy direction and community priorities, while professional management staff oversee daily operations and the delivery of municipal services.

The governing body consists of a Mayor and seven-member City Council, all elected to four-year terms. Council members represent geographic districts across the city and, together with the Mayor, serve as the legislative authority responsible for adopting ordinances, approving the annual budget, establishing the millage rate, and setting the overall policy direction of the City.

The City Manager, appointed by and reports to the City Council, serves as the City's chief administrative officer and oversees day-to-day municipal operations. The City Manager is responsible for implementing council policies, managing city departments, and managing department directors, including the Chief of Police.

The City operates with a FY 2026 adopted budget of approximately \$425.6 million and a workforce of about 911 employees across all municipal departments. The City's General Fund supports core services including public safety, public works, planning and development, municipal court operations, and administrative services.

The City is investing significantly in modern public safety infrastructure, including the construction of a new Police and Fire Headquarters and public safety complex funded through approximately \$96 million in bond proceeds. The project is part of the City's Capital Improvement Program and reflects a commitment to strengthening public safety operations by providing modern facilities to support police and fire personnel as the community continues to grow.



THE 03. COMMUNITY

Located in the southwestern portion of the Atlanta metropolitan region, the City of South Fulton is a young and evolving municipality that continues to define its identity and future.

Incorporated in 2017 through a voter referendum establishing the city from formerly unincorporated areas of Fulton County, South Fulton quickly became one of the largest cities in Georgia by land area, encompassing approximately 85 square miles. Today, the city is home to more than 115,000 residents and represents a significant and growing presence within the Atlanta region.

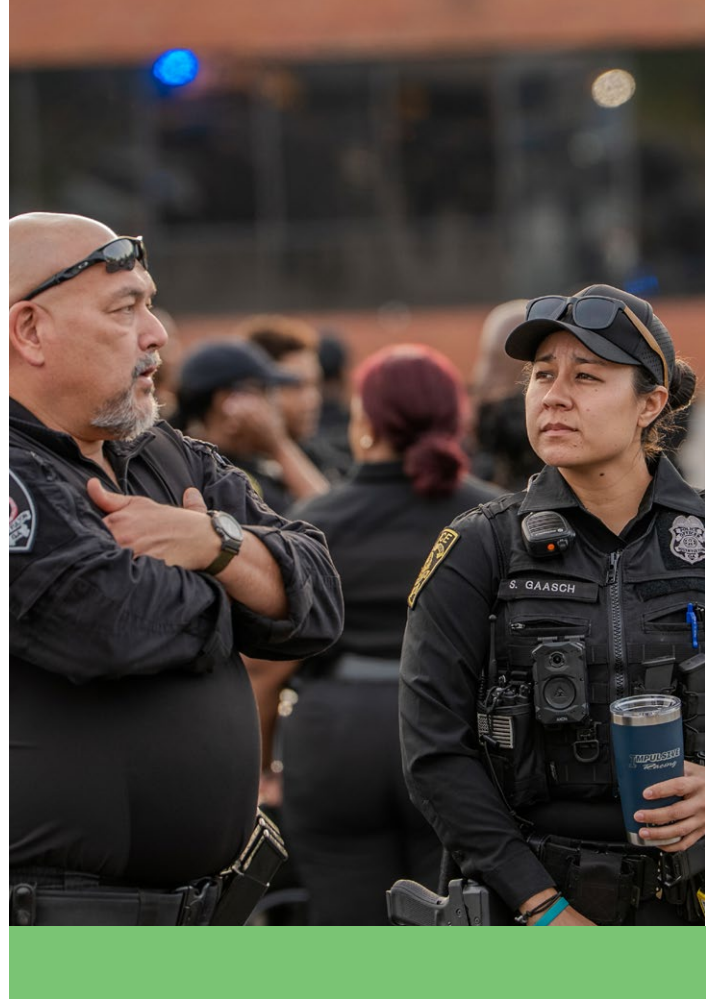


South Fulton is widely recognized for its cultural diversity and strong sense of community identity. The city is one of the largest majority-African American municipalities in the United States and reflects a broad range of professional, cultural, and generational backgrounds. Many neighborhoods have deep historical roots that predate incorporation, while newer residential and commercial development reflects metro Atlanta's continued growth.

The city's location is one of its defining advantages. Situated 15 to 20 minutes from Atlanta and Hartsfield-Jackson Atlanta International Airport, South Fulton provides convenient access to major interstate corridors, including Interstates 285 and 85, connecting residents and businesses to the economic activity of the region. The community includes established neighborhoods, expanding commercial areas, logistics and industrial centers, retail and hospitality, manufacturing and undeveloped land positioned for future investment.

Quality-of-life amenities contribute to the city's appeal. South Fulton features an extensive parks system with numerous neighborhood parks, athletic facilities, and green spaces that support outdoor recreation and community engagement. The Wolf Creek Amphitheater, a well-known outdoor venue, hosts concerts and community events that draw residents and visitors from across the region.

As a young municipality, South Fulton has rapidly developed its governance systems and municipal services while maintaining a strong commitment to fiscal responsibility and public accountability. Residents remain civically engaged and invested in shaping the city's future. For the next Chief of Police, South Fulton presents a rare opportunity to help shape the continued development of a modern, community-centered public safety organization while serving a diverse and engaged metropolitan community.



THE POLICE DEPARTMENT 04.

The City of South Fulton Police Department (SFPD) is committed to protecting life, property, and the rights of all its citizens through professional law enforcement and community partnerships.

The SFPD is full-service law enforcement agency, led by the Chief of Police supported by one Deputy Chief and four Majors. The SFPD has an authorized strength of 259 sworn officers and 44 civilian professional staff and is supported by a departmental operating budget of approximately \$30 million.

The department is organized into four primary divisions, each managed by a Major who reports directly to the Deputy Chief:

- The **Field Operations Division** is the Department's largest division, responding to E-911 calls for service and conducting uniformed patrol operations across seven patrol districts.
- The **Criminal Investigations Division** conducts comprehensive investigations involving crimes against persons and property, as well as internet crimes against children. The division also oversees Crime Scene Investigations, Crime Analysis, and Central Records.

- The **Office of Professional Standards** is responsible for internal investigations, accreditation management, recruitment and background investigations, training, grant and vendor management, and departmental records functions.
- The **Intelligence Driven and Technology Division** enhances operational effectiveness through intelligence gathering, data analysis, and strategic technology deployment to support informed decision-making and modern policing practices.



THE CITY OF SOUTH FULTON POLICE DEPARTMENT (SFPD)

Mission:

The Mission of the City of South Fulton Police Department is to provide high quality police services in cooperation with our communities, while implementing 21st Century Policing principles and adopting a guardian mindset as we serve the public. We will perform our duties with the highest degree of professionalism, dignity, respect and excellence in policing.

Vision:

The City of South Fulton Police Department is committed to becoming a world class agency and a leader in the use of law enforcement technology. We will recruit and promote a workforce conducive to the Intelligence Led Policing Model, we will implement practices that promote accountability and reflect the values of the world class city it serves.

THE POSITION 05.

The Chief of Police is an at-will, sworn executive appointed by the City Manager.

The position reports directly to the City Manager, ensuring alignment with the City's executive leadership structure. The Chief is responsible for providing strategic direction, managing department personnel, fiscal administration, organizational performance, and comprehensive oversight of law enforcement operations. The Chief ensures the effectiveness of meeting departmental goals and objectives.

The Chief will lead the development and implementation of goals, policies, and programs that promote efficient operation of the department consistent with modern best practices. The role demands clear, credible communication with the city leadership, police employees and the broader community, along with an engaged and visible presence throughout the community. The Chief of Police is entrusted with preserving and protecting the peace, safeguarding preserving individual rights, protecting property, enforcing State and City laws, and preventing crime. The selected candidate should also prioritize developing an organization that focuses on best practices and the cycle of continuous improvement.



06. ORGANIZATIONAL PRIORITIES AND OPPORTUNITIES

Areas of Focus

- **Strengthening Trust and Transparency:** As with many growing agencies, continued attention to transparency, accountability, and equitable treatment both internally and within the community will be important to rebuilding trust and confidence. Consistent standards, clear communication, and transparent decision-making will reinforce organizational credibility.
- **Supporting Safe and Vibrant Commercial Corridors:** Retail theft and nighttime break-ins have created concern among business owners. Addressing these issues through proactive policing and strong partnerships with the business community will help maintain safe and thriving commercial districts.
- **Serving a Diverse and Growing Community:** South Fulton's multicultural population reflects a wide range of cultural backgrounds and perspectives. Effective leadership will require cultural fluency, inclusiveness, and engagement strategies that ensure all residents feel represented and respected.



Strategic Opportunities

- **Advancing 21st Century Policing:** The next Chief has the opportunity to operationalize the principles of procedural justice, transparency, and legitimacy through clear practices and measurable outcomes that strengthen organizational performance and community confidence.
- **Strengthening Community Engagement and Leadership Development:** Visible and accessible leadership can deepen public trust while empowering supervisors and emerging leaders within the Department to support long-term organizational success.
- **Data-Driven Safety Strategies:** Strong public interest in safer streets presents an opportunity to deploy technology and analytics to enhance traffic safety, strengthen corridor enforcement strategies, and produce measurable improvements in public safety outcomes.



07 THE IDEAL CANDIDATE

The City of South Fulton seeks a forward-looking Chief of Police prepared to guide the Department through its next phase of organizational development.

As a young agency with significant potential, the Department is well positioned to continue aligning its operations with nationally recognized professional standards. The next Chief must approach this responsibility with clarity, steadiness, and an unwavering commitment to institutional integrity.

The ideal candidate is an accomplished executive leader with demonstrated success strengthening organizational systems, building professional culture, and guiding agencies through periods of growth and refinement. This individual understands that sustainable accountability is grounded in clear policy, consistent supervision, transparent processes, and well-designed systems rather than personality-driven leadership. The Chief must be comfortable evaluating existing practices, strengthening governance frameworks, and ensuring that internal operations reflect fairness, consistency, and professionalism at every level.

A strong command of modern accountability and oversight principles is essential. The successful candidate will reinforce systems that support supervisory responsibility, early intervention, procedural fairness, and measurable performance expectations. Through these efforts, the Chief will cultivate a culture in which standards are clearly defined and consistently applied, strengthening both internal trust and organizational credibility.

Equally important, the Chief must be a disciplined and credible communicator capable of articulating priorities, aligning stakeholders, and building shared ownership of progress. Grounded in contemporary policing principles, this leader will advance strategies that balance public safety, transparency, and authentic community partnership.

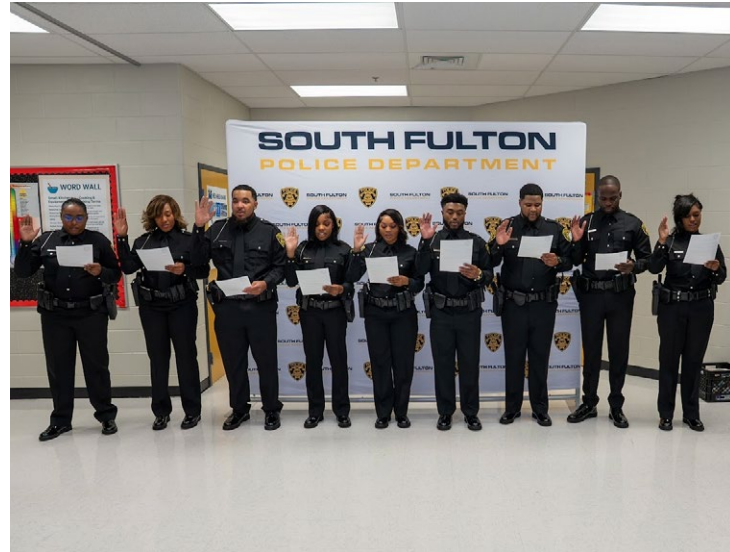
Building and sustaining trust, both within the Department and across the community, will be central to early success. The right leader will be ethical, composed under scrutiny, and widely respected for fairness across rank and tenure. They communicate openly, align words with actions, and serve as a steady, stabilizing presence during periods of transition.

The selected candidate will bring executive-level experience from a mid-size or major metropolitan agency and understand the complexities of growth, engaged civic leadership, and evolving public expectations. Decisive yet collaborative, this individual will have strong administrative, fiscal management, and oversight skills. The next Chief will guide the Department with professionalism, integrity, and the moral courage to institutionalize reforms that strengthen the organization for the long term.



08. MINIMUM QUALIFICATIONS

- Requires a bachelor's degree in criminal justice, public administration, or related field
- Ten (10) years of progressively responsible experience in law enforcement including management/ command level experience as a Chief of Police, Assistant or Deputy Chief or any equivalent combination of education, training, and experience that provides the requisite knowledge, skills, and abilities for this position
- Must possess or acquire and maintain Georgia Peace Officer Standards and Training (POST) Certification
- Requires a valid state driver's license with an acceptable driving history



09. COMPENSATION & BENEFITS

This at-will position has a salary range from the midpoint of \$228,363 to a maximum of \$250,577 and is augmented by an excellent benefits package. Salary placement will depend on qualification. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.

APPLICATION PROCEDURES.



APPLY TODAY!

Public Sector Search & Consulting, Inc. is assisting the City of South Fulton with this recruitment.

Applicants should submit a compelling cover letter, resume, and a list of references via email at apply@publicsectorsearch.com.

This position is open until filled.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity are encouraged and should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Gary Peterson, President/CEO

Chief of Police, Ret.

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