



# Recruitment and Selection Process for Asheville Police Chief



Posted 12/08/2014  
Last Revised 03/11/2015

## Timeline

- 2015 to be announced**  
New Police Chief Starts
- 2015 JUNE 1 (Tentative)**  
Announcement New Chief
- 2015 WEEK OF MAY 18**  
On-site interviews of finalists
- 2015 MAY 4**  
Candidate presentation to the City
- 2015 MARCH 11 – APRIL 8**  
Recruitment period
- 2015 MARCH 11**  
Candidate profile completed and posted
- 2015 MARCH 4**  
Citizens Police Advisory Committee reviews and provides feedback on compiled community comments
- 2015 FEBRUARY 24 and 25**  
Stakeholder meetings
- 2015 JANUARY 30**  
Executive recruiter selected
- 2015 JANUARY 9**  
Due date for proposals extended from December 19
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- 2014 DECEMBER 19**  
Proposals for process due
- 2014 DECEMBER 12**  
Announcement of Interim Chief
- 2014 NOVEMBER 21**  
Request for Proposal released

## What's happening now?

Affion Public, based in Pennsylvania, was selected to provide consulting services for the Chief of Asheville Police Department recruitment process. They have provided technology and human resources consulting and strategies for state and local government, education and non-profit organizations since 2000 and have served as the City's recruiter for the Planning Director position.

The fee for their consulting services is \$21,000 and includes development of a candidate profile, recruitment and screening of candidates, facilitation of the interview and selection process, and detailed reference checks on recommended finalists. The fee does not include candidate travel or logistical expenses.

Affion staff held several community input meetings on February 24 and 25. Meetings with City of Asheville staff including members of the police department were also held on those days. Input gathered from Asheville police department employees, community stakeholders and City of Asheville executive management will be used to develop a comprehensive profile which reflects responsibilities, core competencies and professional characteristics and traits, education and training, operational and organization issues and other factors that are relevant to the position. A summary of the community input sessions can be found [here](#).

Please check back for updates. Information will be posted as it is available.

## Why it's happening

The recruitment process is underway to identify the replacement for Police Chief William Anderson, who officially retired on December 30. Information currently being gathered in the organizational assessment by [Matrix Consulting Group](#) will be considered in the recruitment process. The recruitment process coincides with ongoing, aggressive improvement efforts within the Asheville Police Department including the engagement of APD employees in implementing the [APD Strategic Operating Plan](#).

## Supporting documents

[Request for Proposal \(RFP\) for Recruitment and Selection of Police Chief](#)  
[2014 City of Asheville Police Department Organizational Chart](#)  
[Contract with Affion Public for Recruitment and Selection Process](#)  
[Summary of community input](#)

Comments about the Recruitment and Selection process may be submitted to:

**Email** [apdchiefrecruitment@ashevillenc.gov](mailto:apdchiefrecruitment@ashevillenc.gov)

**Mail**

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