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News Release

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Durham Police Chief Search Firm Selected

DURHAM, N.C. – City Manager [Tom Bonfield](#) has selected Durham firm [Developmental Associates, LLC](#) to conduct the search process for the City's next police chief.

Led by Stephen K. Straus, Ph.D., Developmental Associates specializes in public sector searches and has operated predominately in North Carolina for more than 25 years. The firm has conducted several police chief searches and promotional processes throughout the state, including Winston-Salem, Fayetteville, Greensboro, Raleigh, Charlotte, and in Spartanburg, S.C.

"I believe Developmental Associates has a unique understanding of Durham, and will be able to use that knowledge to help Durham select the right person for the community," Bonfield said. "Additionally, the firm has extensive experience in law enforcement executive searches, using methods that would be tailored for the specific needs of the position and the city."

The recruitment process is expected to take about four months, with the first phase starting next week when the firm will begin gathering information from various community stakeholders, including the police department staff and other city leaders.

In mid-December, police department staff input sessions along with two community forums, one to be conducted in Spanish, will be held. Specific locations and times for the community sessions will be announced early next week. The public will also be able to provide input online to the search agency. That address will be provided Wednesday, December 2 and will be on the City's [website](#).

Targeted national and regional recruitment will occur from mid-December through January, with initial candidate recommendations provided to the city in late January. Applications will be reviewed through February.

Interviews with selected candidates are planned for early March and two to three finalists will be scheduled to meet with the police department staff and with the public in late March.

Bonfield said his goal is to offer the position by early April, with the selected candidate starting in May. The base cost for the search is \$25,000.

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