



300 RUTH STREET
 SPRING LAKE, NC 28390
www.spring-lake.org

Emergency Calls - 911
 Non-emergency calls - (910) 436-0350
 or
 (910) 436-0351
 Fax - (910) 436-4081



- Spring Lake is located in Cumberland County, North Carolina between Fayetteville and Sanford. But do not let its location fool you; it is in no way a mere corridor. It is a thriving Town.
- Spring Lake's population is ever changing and expected to skyrocket in the next 2-3 years with the rapid expansion of Ft. Bragg and Pope Army Air Field. Currently, the population of Spring Lake is roughly 8,422 and with the annexation of the military reservations, the population exceeds 12,978.
- The daily traffic through the town is estimated at over 100,000 vehicles a day and this is expected to increase. Traffic patterns are shifting with major road closings and Base realignment strategies being implemented.
- Economic Development is flourishing. Everything from hotels, apartment complexes, condominiums, revamping of the downtown, an array of businesses and more are developing and expected to flock to the area.
- Living in Spring Lake gives you the best of all worlds. It is just a couple of hours from the beach, the mountains and major metropolitan areas. Spring Lake offers the convenience and amenities of a big city yet continues to have small-town charm.

Command Staff:
 Chief Troy McDuffie
 Captain Jeff Stafford



Administrative Support:
 Lissa Jones, Administrative Assistant to the Chief
 Jeanne Autry, Administrative Aide

Administrative Office Hours:
 Monday - Friday
 8:00 am - 5:00 pm
 After Hours and Weekends:
 Phones transfer to Cumberland County Dispatch



SPRING LAKE POLICE DEPARTMENT
 Troy A. McDuffie, Chief



SPRING LAKE POLICE DEPARTMENT

MISSION STATEMENT

We, the members of the Spring Lake Police Department, are committed to providing quality police service to the residents who live in the Town of Spring Lake. We will strive to improve the quality of life for our citizens by enforcing laws, maintaining order and protecting life and liberty, with respect to all, in a highly professional manner.

CORE VALUES

Honor, Courage, Loyalty and Integrity. These are Core Values of the members of the Spring Lake Police Department. These are more than words to us - they mean something to us.

HONOR - as leaders of this community, we will protect and defend the rights of our citizens with honor.

COURAGE - we will have the courage it takes to perform our duties; but most importantly, we will have the courage to "do the right thing."

LOYALTY - we will be loyal to our mission, to the Town of Spring Lake and to the citizens we serve.

INTEGRITY - we are proud of our profession and will conduct ourselves in a manner that merits the respect of all people. Our standards are high and we will demonstrate honest, ethical behavior in all we do. Integrity will be the cornerstone of the members of the Spring Lake Police Department.

LETTER FROM THE CHIEF

It is an honor and a privilege to be Spring Lake's Chief of Police. I am extremely proud of the officers who work for this agency. Together we are committed to providing a safe environment for all residents, businesses and visitors of Spring Lake. We will be professional at all times and will remain steadfast in our responsibility of maintaining peace and order for the Town of Spring Lake.



The Spring Lake Police Department is honored to work in cooperation with our community. It is our commitment to provide comprehensive law enforcement services in a fair and professional manner. We conduct ourselves in a way that reflects the highest standards of character and dedication to service. We strive for excellence through training, education and superior individual effort in a team atmosphere. We will demonstrate perseverance, integrity, honor and pride to our department and community in all we do.

Spring Lake Officers perform protective service work, involving a variety of police assignments related to work as required. Work is often performed under emergency conditions and frequently involves considerable personal hazards. An Officer responds to radio dispatches and answers calls and complaints, issues Uniform State citations as well as Town ordinance citations, serves warrants, makes arrests, maintains records and testifies in court.

APPLICATION PROCESS

The Town of Spring Lake is an equal opportunity employer. Hiring decisions are made without regard to race, religion, color, sex, age, national origin or disability.

For those interested in employment as a Spring Lake Police Officer, the following information is needed:

- ◆ Completed Town application
- ◆ Completed F-3 (Personal History Statement)
- ◆ Birth certificate
- ◆ Social Security card (paper card must be shown)
- ◆ High School Diploma, GED, College Transcript
- ◆ BLET Course Certificate and Transcript
- ◆ DD-214 (if applicable)
- ◆ Current fingerprint card
- ◆ Certified copies of a criminal background check from each county of residence

SELECTION PROCESS

Once selected as a candidate, an applicant will undergo the following in the selection process:

- ◆ Job related physical abilities test (modified POPAT)
- ◆ Extensive background investigation
- ◆ Driving history check
- ◆ Criminal history check
- ◆ Credit history check
- ◆ Oral interview
- ◆ Psychological examination (upon conditional employment)
- ◆ Physical examination (upon conditional employment)
- ◆ Drug testing (upon conditional employment)

MINIMUM JOB REQUIREMENTS

- ◆ 21 years of age on date of application
- ◆ A citizen of the United States of America
- ◆ Possess a high school diploma or the equivalent
- ◆ BLET graduate
- ◆ Able to pass a thorough background investigation
- ◆ Have no felony convictions
- ◆ A valid North Carolina driver's license (or the ability to obtain one) with an acceptable driving history
- ◆ Meet state and federal requirements for employment as a full-time police officer

BENEFITS

Starting salary for a Spring Lake Police Officer is \$33-34,000 depending on qualifications. We also offer:

- ◆ Health , dental, life and vision insurance
- ◆ State Retirement plan
- ◆ Allowance for non-uniformed personnel
- ◆ Paid vacation, holiday and sick leave
- ◆ Direct deposit
- ◆ Town fitness center membership discounts (to the Town's recreation center)

Information in this brochure is subject to change.

