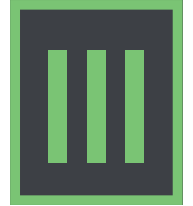
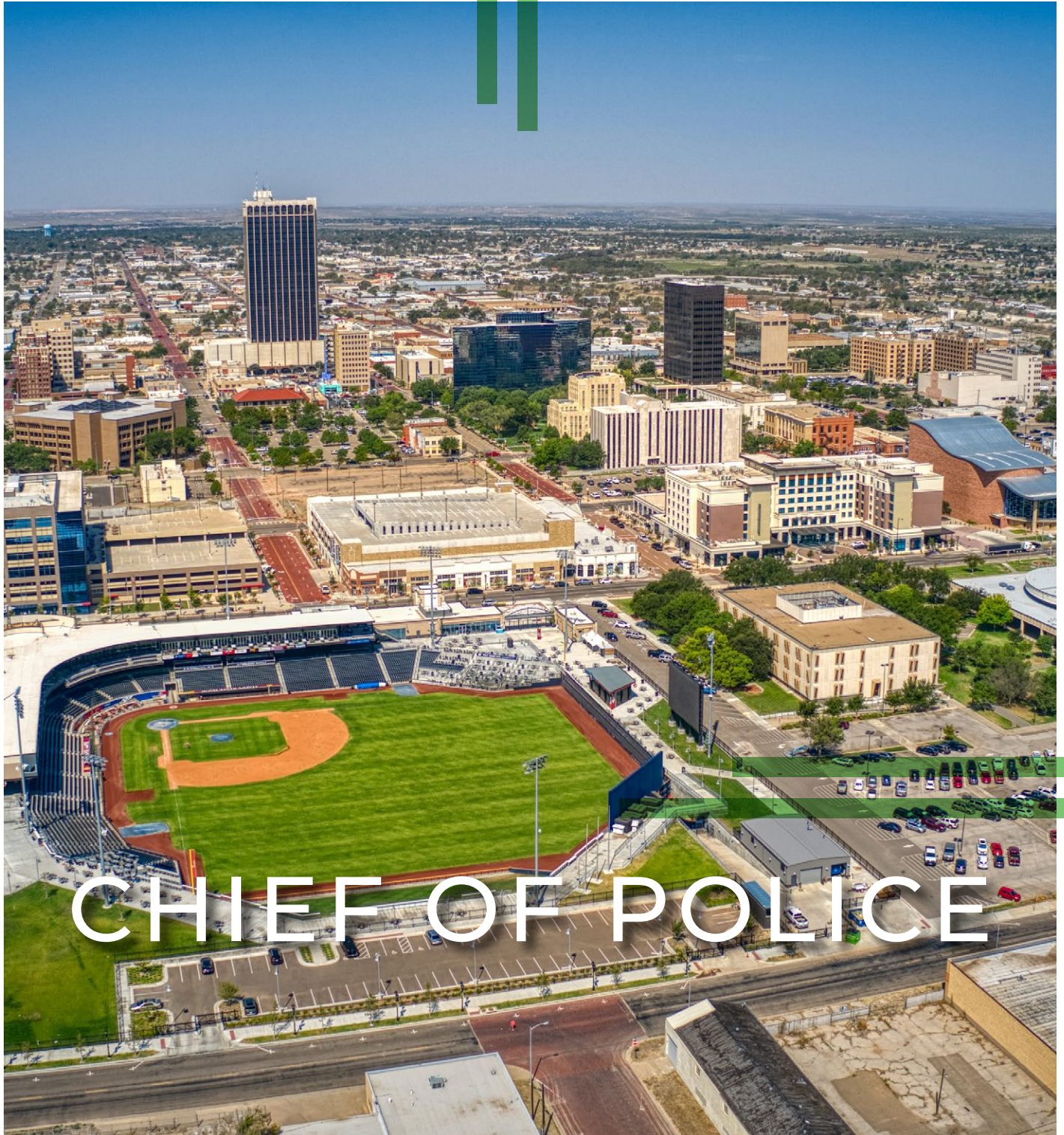


A NATIONAL SEARCH
is underway for a new Chief of Police



Amarillo, TX



AMARILLO, TX

THE 01. OPPORTUNITY



The City of Amarillo, Texas, is conducting a nationwide search to identify its next Chief of Police.

This is an extraordinary opportunity for a proven and principled law enforcement leader to serve a growing and dynamic community at a pivotal time in its history. Amarillo residents and police department employees alike have voiced a strong desire for a leader who embodies integrity, accountability, fairness, and vision.

The next Chief of Police will be entrusted with leading the Amarillo Police Department (APD) through both challenges and opportunities. The new Chief will be expected to address rising community concerns about crime reduction, officer morale, and transparency while building strong partnerships inside the department and across the community.

The successful candidate will inherit a department of capable officers and staff who are deeply committed to serving Amarillo but who also seek a leader to guide organizational change, modernize systems, and improve retention and recruitment. Community members are eager for a Chief who is both highly visible and highly engaged—someone who listens, communicates openly, and inspires trust.

This role offers the next Chief of Police the chance to shape the future of policing in Amarillo, strengthening public trust and creating a culture of accountability and pride within the department.



THE CITY 02.

Located in the Texas Panhandle, Amarillo is a city of over 200,000 residents that blends western heritage with modern innovation.

Known as the “Yellow Rose of Texas,” Amarillo offers a unique mix of big-city amenities and small-town values. Residents enjoy a cost of living significantly below the national average, affordable housing, and access to a wide variety of cultural, recreational, and educational opportunities.

Amarillo serves as a regional hub for health care, retail, and transportation. The local economy is diverse, with strengths in agriculture, energy, health care, and manufacturing. The Texas Tech University Health Sciences Center, Amarillo College, and West Texas A&M University provide educational opportunities and foster innovation.

The city is proud of its vibrant arts scene, including the Amarillo Symphony, Amarillo Opera, and the Amarillo Museum of Art. Families enjoy professional sports like the Amarillo Sod Poodles minor league baseball team and community traditions like the Tri-State Fair & Rodeo. Outdoor enthusiasts can explore Palo Duro Canyon State Park—the second largest canyon in the United States—just minutes away from town.

Amarillo is also a city of strong civic pride, where neighborhoods, churches, businesses, and local organizations play an active role in improving quality of life. Its location on historic Route 66 underscores a rich history of resilience, growth, and community spirit.



THE 03. GOVERNMENT

Amarillo operates under a Council-Manager form of government.

The Mayor and four City Council members are elected at-large to represent the entire city. The City Manager, appointed by the City Council, serves as the chief executive officer responsible for daily operations and for implementing council policies.

The Chief of Police reports directly to the Deputy City Manager/Public Safety Director and serves as a key member of the city's executive leadership team. This structure ensures that the Chief is well-positioned to influence policy, set strategy, and align the police department's goals with the broader priorities of the community.



04. THE POLICE DEPARTMENT

The Amarillo Police Department is a full-service agency with a proud history of protecting and serving the community.

The department is authorized for approximately 380 sworn officers and 74 civilian employees, making it one of the larger municipal law enforcement agencies in West Texas.

APD provides a full spectrum of services, including patrol, investigations, traffic enforcement, specialized tactical units, and community engagement programs. The department is supported by an annual budget of over \$60 million and operates out of modern headquarters facilities.



The Chief of Police is assisted by the executive staff, which is comprised of:

- Two Assistant Chiefs of police, commanding the Operations Bureau and the Investigation and Staff Services Bureau
- Four captains in charge of the Criminal Investigations Division, the Patrol Division, the Special Operations Division, and the Training and Personnel Division
- A civilian manager oversees Records Services
- 16 lieutenants round out the command staff, responsible for various units and sections within the department

While the department has many strengths, both officers and citizens recognize the need for change.

Employees report concerns about morale, fairness, and retention, with many expressing a desire for consistent accountability and a stronger internal culture. Citizens have voiced priorities around reducing crime, improving transparency, and building trust. From a City Management and City Council perspective, the next Chief must also demonstrate the ability to balance financial constraints, while ensuring efficient use of resources across the department.

The department is a Chapter 143 Civil Service Department and also works closely with the Amarillo Police Officers Association which has an approved Meet and Confer Labor Agreement through September 30, 2027.

This is a department with enormous potential, staffed by men and women who are passionate about serving Amarillo. The next Chief will have the opportunity to lead APD into a new era of professional excellence and community trust.



AMARILLO POLICE DEPARTMENT

Mission

The mission of the Amarillo Police Department is to provide excellent public service and law enforcement to the community, with the goal of keeping Amarillo a safe place to live, work, and play. The Department shall provide this service by utilizing best practices in law enforcement, continuous improvement in leadership and professionalism, and partnership with the community.



THE IDEAL CANDIDATE 05.

The ideal candidate for Chief of Police will demonstrate steady and principled leadership, guided by fairness, transparency, and an unwavering commitment to both employees and the community, using their influence to strengthen confidence and advance public safety.

Based on input from management, citizens, and employees, the following qualities will be essential:

- **Integrity and Fairness:** Demonstrates honesty, transparency, and accountability in every action. Holds all personnel to consistent standards and leads by example.
- **Culture Builder:** Actively addresses morale issues, fosters a respectful workplace, and builds an organizational culture of pride and professionalism.
- **Community-Focused:** Engages directly with residents, business leaders, faith groups, and neighborhood associations to listen, respond, and build trust.
- **Crime Reduction Leader:** Sets clear priorities for reducing violent and property crime, while supporting proactive, evidence-based policing strategies.
- **Recruitment and Retention Champion:** Focuses on building the workforce of the future by addressing staffing needs, supporting officer wellness, and creating professional development opportunities.
- **Transparent Communicator:** Maintains open lines of communication with the City Manager, Deputy City Manager, elected officials, employees, the media, and the public.
- **Innovator and Modernizer:** Embraces technology, best practices, and new approaches to enhance efficiency, accountability, and public safety.
- **Collaborative Partner:** Strengthens relationships with other law enforcement agencies, community organizations, and regional stakeholders to promote coordinated public safety efforts.
- **Fiscal Responsibility and Accountability:** Demonstrates sound financial stewardship by effectively managing within tight budgets, monitoring overtime and resource use, and aligning departmental spending with City priorities.

This is a role for a Chief who can both inspire confidence within the department and strengthen trust across the community.



QUALIFYING EDUCATION AND EXPERIENCE

06.

The successful candidate will have:

- At least ten years of progressively responsible law enforcement experience, including significant command-level leadership.
- A bachelor's degree in criminal justice, public administration, or a related field is required; a master's degree is preferred.
- Graduation from executive leadership programs such as the FBI National Academy, Senior Management Institute for Police, or equivalent is highly desirable.
- Certification as a Texas Peace Officer or ability to obtain certification. If the successful candidate is from outside the State of Texas, they must achieve Texas Commission on Law Enforcement (TCOLE) certification within the required timeframe set by state law.
- A demonstrated track record of addressing organizational change, crime reduction, recruitment, retention, and community trust.

COMPENSATION & BENEFITS

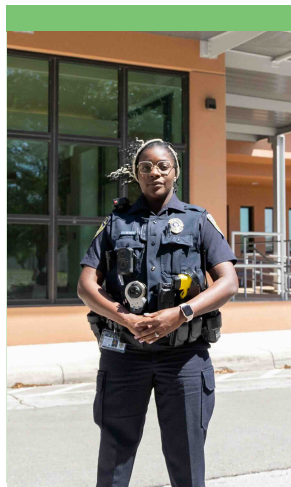
07.

The City of Amarillo offers a competitive salary range of \$200,000 to \$240,000 commensurate with experience and qualifications, and excellent benefits package. The city provides health, dental, and vision insurance, participation in the Texas Municipal Retirement System, paid leave, and professional development support. Relocation assistance may be available for the successful candidate.





08. APPLICATION PROCEDURES



APPLY TODAY!

Public Sector Search & Consulting, Inc. encourages prospective candidates to contact Mr. Justin Doll for additional information that may help them evaluate this excellent opportunity. This position is “open” until a final selection has been made. For optimal consideration, candidates should apply by October 17th, 2025. Candidates are strongly encouraged to apply early for optimal consideration. Submissions should include a cover letter, resume, and references and should be sent to: apply@publicsectorsearch.com.

Only the most highly qualified candidates will be invited to participate in the in-person selection process in November 2025. The top candidates will be forwarded to City Manager Grayson Path and Deputy City Manager Andrew Freeman for consideration. An offer, contingent on the remainder of the hiring process, will follow. Per Chapter 143 of Texas Local Government Code, this position is required to be confirmed by the municipality’s governing body. Ideally, the new Chief of Police will join the Amarillo Police Department in December 2025, or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

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

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Justin Doll, Senior Consultant - Chief of Police (Ret.)

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EQUAL OPPORTUNITY STATEMENT

The City of Amarillo is an Equal Employment Opportunity Employer and encourages applications from eligible and qualified persons regardless of race, color, religious creed, national origin, ancestry, age, gender, pregnancy, sexual orientation, gender identity, marital status, familial status, disability, genetic information or protected veteran status, in compliance with applicable federal, state and local law unless it is shown to be a bonafide occupational requirement.



Raising the bar for Public Sector Search

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