

**A NATIONAL SEARCH**  
is underway for a new Chief of Police



**Bellaire, TX**



**CHIEF OF POLICE**

BELLAIRE, TX

# THE 01. OPPORTUNITY

## City of Bellaire

**A national search is underway to identify a highly accomplished law enforcement executive to lead the Bellaire Police Department.**

Located in the heart of the Houston metropolitan area, the City of Bellaire, Texas offers a distinctive opportunity to serve in a highly engaged residential community that values professionalism, transparency, and strong relationships with its Police Department.

Bellaire provides an environment where visibility, accessibility, and quality-of-life issues are central to the Police Department's mission. Leadership in this setting requires sound judgment, strong communication skills, and the ability to guide a full-service department in a low-crime, high-expectation community.

This position represents a compelling opportunity for an experienced police executive seeking to lead a highly respected department within a professionally governed city that places a premium on public trust, accountability, and high standards of service.



## BELLAIRE POLICE DEPARTMENT

### Core Values:

Service

Honor

Courage

# GOVERNANCE STRUCTURE 02.

**The City of Bellaire is recognized for professional governance, fiscal stability, and a strong commitment to delivering high-quality municipal services.**

Operating under a Council-Manager form of government, the City maintains a clear distinction between policy direction and operational leadership.

The Mayor and City Council establish policy, while the City Manager serves as chief executive officer responsible for day-to-day municipal operations. The City Manager appoints and supervises all department heads, including the Police Chief, and oversees all departments such as Development Services, Finance, Fire, Human Resources, Library, Parks and Recreation, Police, and Public Works. The City Council appoints the City Clerk, City Attorney, Municipal Judges, and Prosecutors.

The Police Chief reports directly to the City Manager and serves as a key member of the City's executive leadership team. The role requires cross-departmental collaboration, sound judgment, and the ability to align operations with City priorities and community expectations, reinforcing clear accountability and strong working relationships throughout the City.



# THE 03. COMMUNITY.

**Known as “The City of Homes,” Bellaire is a residential enclave city of approximately 17,828 residents within just 3.6 square miles, surrounded by the City of Houston.**

The City’s focus is firmly centered on sustaining neighborhood stability, maintaining high-quality infrastructure, and preserving an exceptional quality of life for residents, visitors, and employees alike. This emphasis on stewardship and long-term community health defines Bellaire’s approach to governance and municipal service delivery.



Bellaire is a predominantly residential municipality defined by well-maintained single-family neighborhoods and strong homeownership, where residents take pride in their surroundings and civic life. Families, professionals, and long-term residents foster an engaged culture in which community involvement is expected, and public safety is viewed as a shared responsibility. These priorities reflect a community that places high value on safety, visibility, professionalism, and consistent communication.

The community values a policing philosophy that prioritizes relationships as much as results. Residents expect visible, proactive policing and a continued commitment to maintaining Bellaire's reputation as a safe and orderly community. They want officers who are visible, accessible, professional, and approachable—individuals they feel comfortable engaging with and who listen openly to their concerns. Above all, the community expects fairness, consistency, and mutual respect, with laws enforced impartially, and every individual treated with dignity.

Despite its modest geographic footprint, Bellaire experiences a wide range of public safety and municipal service demands. Proximity to major transportation corridors, commercial districts, medical centers, and dense urban neighborhoods creates a uniquely complex operating environment. Quality-of-life concerns frequently intersect with traffic issues, property crime, and other public health and safety disruptions associated with larger urban settings, requiring a highly responsive approach.

Bellaire's location provides immediate access to Houston-area employment centers, world-class healthcare institutions, higher education, cultural amenities, and international air travel. The City successfully combines the livability and cohesion of a close-knit residential community with the access and opportunity of a major metropolitan region, making it an attractive place to live, work, and visit.



# THE POLICE DEPARTMENT 04.

**The Bellaire Police Department (BPD) is a full-service municipal law enforcement agency that blends the expectations of small-city residential policing with the realities of an urban-adjacent setting.**

It is a department proud of its culture and one that values accountability, transparency, professional standards, and cultural stability while maintaining a proactive and visible presence in the community.

With an adopted FY 2026 budget of approximately \$9.3 million that supports 43 sworn officers and 16 professional staff, the Department is structured to ensure consistent coverage, clear supervision, and effective internal communication. The City has demonstrated a sustained commitment to public safety through stable funding, competitive compensation, and ongoing investments aligned with staffing, training, and operational needs. The Department's organizational model emphasizes watch-based patrol operations, supported by investigative, administrative, and professional services functions, including a traffic unit and community outreach.

Administrative and support services include Records and Communications functions, with emergency call-taking and dispatch services provided internally, preserving local operational control while leveraging shared resources.

Because Bellaire is surrounded by Houston and located near major arterial roadways and commercial centers, the Department routinely encounters a diverse range of policing issues. Officers and supervisors balance neighborhood-focused policing with situational awareness and coordination with regional law enforcement partners.



## BELLAIRE POLICE DEPARTMENT

### Mission Statement

The professional and dedicated members of the Bellaire Police Department work to provide a safer community through the relentless pursuit of excellence, innovative problem-solving, and community service guided by our department's Core Values of Service, Honor, and Courage.

With a deep commitment to public trust, compassion, equality, and justice, we serve and protect our community through positive interactions and diligent enforcement of the law. Our organization values and empowers its employees by encouraging personal and professional growth, comprehensive training, and promoting teamwork, leadership, and camaraderie.

We believe in portraying a positive image of our department and our city through networking, empathy, and developing public partnerships to improve the community we serve.

# THE POSITION 05.

## The Police Chief serves as the executive leader of the Department and reports directly to the City Manager.

The Chief is responsible for the overall direction, performance, and integrity of departmental operations, ensuring alignment with City priorities, professional standards, and the expectations of a highly engaged community.

This position requires strategic oversight of daily operations while maintaining readiness to lead during major incidents and critical events. The Chief establishes departmental vision, develops policy and operational priorities, and ensures that practices reflect sound judgment, legal compliance, and contemporary best practices in policing. The role demands the ability to translate strategy into action, while balancing proactive planning with responsive leadership.

The Chief oversees sworn and civilian personnel, directs recruitment, hiring, training, and performance management, and fosters a culture rooted in accountability, fairness, and professional growth. Developing future leaders and sustaining high standards of service are core expectations.

The Chief also exercises full fiscal stewardship, preparing and managing the departmental budget, aligning resources with strategic goals, and ensuring the Department is properly equipped to meet evolving public safety demands. Data-informed decision-making, performance measurement, and regulatory compliance are essential components of the role.

Equally important is visible and consistent community engagement. The Chief will be a transparent communicator with residents, businesses, and regional partners; enhance crime prevention and traffic safety priorities; and strengthen the trusted relationships that define policing in Bellaire. The successful candidate will bring seasoned judgment, operational depth, and leadership maturity to guide a highly respected department.



# 06. THE IDEAL CANDIDATE

**The City of Bellaire is seeking a proven, grounded, and highly credible law enforcement executive to serve as its next Chief of Police—a leader who understands that policing in a small, engaged community requires both strong communication skills and expertise.**

Bellaire seeks a Chief who is present, engaged, and deeply connected to the day-to-day realities of the Department, the expectations of City leadership, and the values of the community.

The successful candidate will bring a strong operational background and a clear understanding of what it means to lead in an environment where reputation, consistency, and credibility matter every day. Bellaire values a Chief who leads with conviction, exercises sound and well-reasoned judgment, communicates decisions clearly and transparently, and demonstrates the flexibility to adjust when circumstances or information evolve. The Department seeks leadership that is steady and fair, grounded in thoughtful decision making, open engagement, and consistent follow-through.

Culture is a defining strength of the Department. The next Chief must understand the importance of preserving the Department's proactive identity while fostering trust, fairness, and internal cohesion. Trust is built through honesty, consistency, and accountability that applies equally at every level.



The Department values fair, purposeful accountability, reinforces standards, and supports professional growth. The next Chief will be present, value listening, encourage candid dialogue, and consider diverse perspectives while providing clear, decisive leadership.

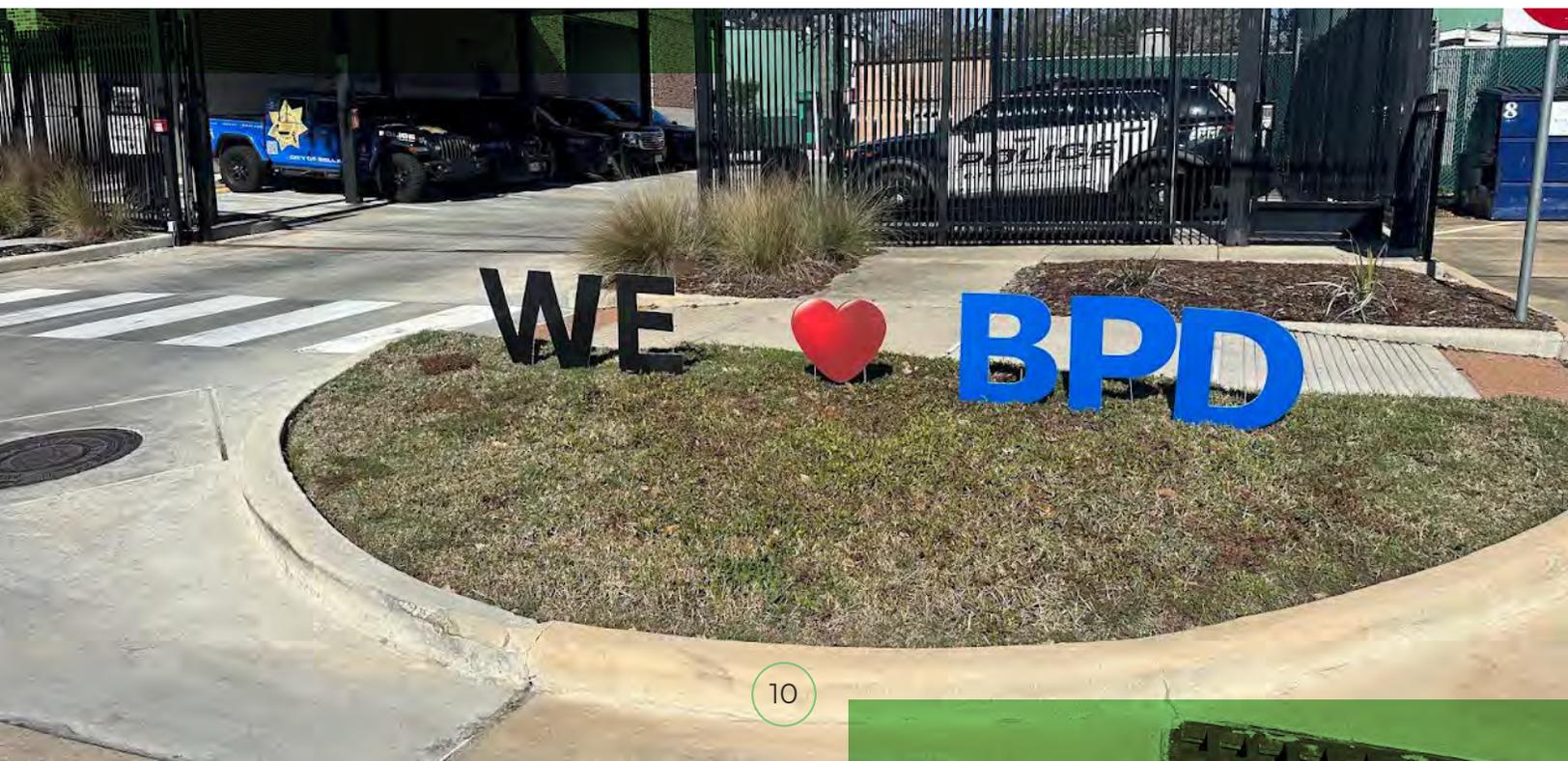
The Department takes pride in being proactive, professional, and visible. The next Chief will be innovative and advance proactive policing while exemplifying sound judgment and discretion that is aligned with community expectations.

Equally valued is the Chief's relationship with the City Manager and City Council. Bellaire is seeking a Chief who communicates early, clearly, and often—particularly during critical incidents. City leadership seeks a Chief who understands the value of transparency, timely notification, and a collaborative approach to governance. The successful candidate will understand that trust with elected and appointed officials is built through openness, reliability, and alignment with City Council policies and objectives.

The next Chief must be comfortable engaging with residents, addressing concerns directly, and setting realistic expectations about safety, enforcement, and the role of the police department in a complex metropolitan environment. Building resilient and trust-based relationships throughout the community is a must.

The City welcomes a Chief who is thoughtful about moving forward, uses technology to make data-informed decisions, and is a leader who believes in the cycle of continuous improvement to encourage change that is supported by experience.

Bellaire's next Police Chief understands that success is measured over time and brings stability, continuity, and a commitment to developing future leaders within the Department. The ideal candidate will invest in people, strengthen systems, and create a more resilient organization to ensure it maintains the trust of the community. Leadership in Bellaire is personal, visible, and consequential, and the City values a Chief who leads with authenticity and integrity and will earn respect through consistent action.



# 07. QUALIFYING CRITERIA

## Experience

Candidates must possess a minimum of eight to ten years of progressively responsible law enforcement experience, including at least seven years of supervisory experience.

## Education

A Bachelor's degree in Criminal Justice, Public Administration, or related field is required; Masters degree in Criminal Justice, Public Administration or related field is preferred. Advanced training from Northwestern Staff & Command, the FBI National Academy, the Southern Police Institute, or the PEFR's Senior Management Institute for Police is considered a plus.

*An equivalent combination of education, training, and work experience will be considered.*

- Candidates must possess or be eligible for **TCOLE certification**



# 08. COMPENSATION & BENEFITS

The Police Chief position offers a salary of up to \$206,585, commensurate with education, training, and experience. In addition to competitive base compensation, the City of Bellaire provides a comprehensive total rewards package designed to support health, financial security, and work-life balance.

The City offers medical, dental, and vision coverage for employees, along with disability coverage and access to a confidential Employee Assistance Program. Retirement benefits include participation in the Texas Municipal Retirement System (TMRS) with a generous 2:1 City match, optional 457 Deferred Compensation participation, Health Savings Account contributions, and longevity pay. Full benefits details are available at [bellairetx.gov/2026EmployeeBenefitsGuide](https://bellairetx.gov/2026EmployeeBenefitsGuide).

- *Texas does not impose a state income tax*

# 09 APPLICATION PROCEDURES



## APPLY TODAY!

Candidates should be aware of the nature of public executive recruitments in the State of Texas, and application materials may be subject to disclosure under public information laws.

Interested candidates are encouraged to contact Senior Consultant Ron Walsh for additional information while evaluating this opportunity.

The position will remain open until filled. For optimal consideration, candidates are encouraged to apply early or by March 27, 2026, by submitting a cover letter, résumé, and references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Only the most highly qualified candidates will be invited to participate in the selection process. The successful candidate is expected to join the City of Bellaire Police Department in May 2026, 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](http://www.publicsectorsearch.com)

Ron Walsh, Senior Consultant  
City Manager / Police Commissioner, (Ret.)  
Cell: (516) 672-5031  
[ron@publicsectorsearch.com](mailto:ron@publicsectorsearch.com)



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## ADDRESS

6520 Lonetree Blvd.  
Suite 1040  
Rocklin, CA 95765

## PHONE & FAX

Phone (916) 789-9990  
Fax (916) 290-0201

## WEB & EMAIL

Email [info@publicsectorsearch.com](mailto:info@publicsectorsearch.com)  
[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)  
Web [publicsectorsearch.com](http://publicsectorsearch.com)

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