



CHIEF OF POLICE
CITY OF ARLINGTON, TEXAS



Lead in the American Dream City

The City of Arlington is seeking an experienced and forward-focused individual to lead a top-tier public safety agency while inspiring positive employee and community relations in a growing city of cultural diversity.

ABOUT THE CITY OF ARLINGTON

Centrally located in the heart of the Dallas/Fort Worth metropolitan area, the City of Arlington, Texas is a diverse community of nearly 400,000 citizens supported by more than 3,000 employees. As the 7th largest city in Texas and the 48th largest in the United States, the City hosts a world-class entertainment and tourism district and is home to iconic sports teams including the Texas Rangers and the Dallas Cowboys, along with a vibrant entrepreneurial and small business scene. The City is also home to four award-winning school districts along with options for higher education including Arlington Baptist College, Tarrant County College and the University of Texas at Arlington.

The City operates under the Council-Manager form of government, consisting of one Mayor and eight City Council Members who appoint a City Manager. Arlington is a full service city providing core services including utilities, infrastructure, parks and recreation, economic development, housing services, and seven libraries.

THE BEST RUN CITY IN TEXAS

Through an innovative and collaborative spirit, the City regularly receives accolades and awards for its financial stewardship, community engagement and economic development initiatives. In 2019, the City was ranked as the Best Run City in Texas for the second year in a row by WalletHub, and was the first city in Texas to achieve the What Works Cities Certification by Bloomberg Philanthropies.



THE POLICE DEPARTMENT

Service Before Self, Honor Above All.



The Arlington Police Department has been accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 1989. The department embraces a geographic policing philosophy that empowers decision-making and accountability across all levels of the organization. Officers, sergeants and lieutenants are assigned to geographic beats, sectors and districts for defined periods of time to build long-term and sustainable relationships with residents and businesses. Officers are expected to proactively patrol their beats and strategically develop solutions to build stronger neighborhoods, solve problems and reduce crime.



The department is divided into three bureaus. The Field Operations Bureau is the largest and comprises patrol operations and geographic investigations across four districts. The Support Operations Bureau consists of special investigative units, traffic section, SWAT, and Homeland Security and Special Events. The Management Services Bureau comprises Internal Affairs, Research and Development, and other administrative functions of the department.



288
VEHICLES



673 SWORN
206 CIVILIAN



OVERALL CRIME
DOWN 30% SINCE
2011 (UCR)

VIOLENT CRIME
UP 15% FROM
2018-19 (UCR)



THE POLICE DEPARTMENT

Service Before Self, Honor Above All.

A 21st Century Police Force

The Arlington Police Department is viewed as a best practices agency by the Department of Justice and the President's 21st Century Policing Task Force. Arlington was one of 15 agencies nationwide selected to serve as an implementation model for other agencies in areas that build public trust.

Arlington is routinely viewed in high regard across the country as a top-tier agency with a commitment to community policing. Members of the department have served in leadership roles in the International Association of Chiefs of Police and Major Cities Chiefs Association.

In 2020, Arlington developed a training program for hate crimes investigation and community responses. This training has been identified as a best practices curriculum and plans are underway with the Department of Justice to replicate this training throughout the United States.

Every officer seeking employment must undergo a rigorous background investigation and possess a 4-year degree from an accredited college or university. The department has produced many police chiefs throughout the country who lead law enforcement agencies.

The department leverages technology to assist with day-to-day operations, and fostering relationships with our community members are vital to the long-term success of the department.



[CLICK HERE TO VIEW THE POLICE DEPARTMENT'S ANNUAL REPORTS](#)



ARLINGTON POLICE CHIEF

Service Before Self, Honor Above All.

The Ideal Candidate and Essential Knowledge

The City of Arlington is seeking an experienced and forward-focused individual to lead a top-tier public safety agency while inspiring positive employee and community relations in a growing city of cultural diversity. The ideal candidate will be a charismatic and innovative law enforcement professional who leads by example, provides clear direction, inspires others and unites the department with the communities they serve.

The ideal candidate for this position will have a broad depth of experience partnering with diverse communities and a wide range of racial, ethnic and socioeconomic groups. In addition, the ideal candidate must be able to effectively communicate and collaborate with City leadership, labor groups and be able to provide an engaged response to a variety of challenging situations. The Police Chief will represent and speak for the department and the City at various events, ranging from local-interest City Council and community group meetings to special-interest events with various organizations.

Leading, developing and supporting a staff of more than 800 sworn and civilian personnel requires the candidate to have a deep working knowledge of 21st century policing trends and practices along with a passion and commitment to professional development for civilian and professional staff. The candidate must also demonstrate high moral and ethical standards to develop and maintain departmental policies, standards, procedures and expectations.

The City of Arlington is a major entertainment hub for North Texas communities, and with millions of visitors each year to various venues and attractions, a strong knowledge of tourism policing is essential for success in this position. Additionally, the ideal candidate will have extensive knowledge utilizing data and performance measures to drive policy and procedural directives, along with maintaining procedural justice processes and implementing effective community policing measures.

Minimum Qualifications and Requirements

A Master's Degree in Criminal Justice, Business, Public Administration or a related field is required, along with ten (10) years of increasingly responsible supervisory experience within police operations, to include at least three (3) years in a police command position. Ability to meet Texas Commission on Law Enforcement requirements for the position of Police Chief. The City of Arlington is an equal opportunity employer. Arlington residency will be a conditional requirement for employment.

COMPENSATION, BENEFITS AND THE APPLICATION PROCESS

Compensation and Benefits

The City is proud to offer one of the most competitive total compensation packages in the Dallas/Fort Worth Metroplex. The starting salary for this position will be commensurate with qualifications and experience. The City offers an expansive array of health benefits and retirement options, along with those specific to the Police Chief position, to include a 5% contribution to 401(k), a take-home City vehicle, cell phone allowance and relocation expenses. The City also participates in the Texas Municipal Retirement System at a 2:1 employer/employee match.

The Application Process

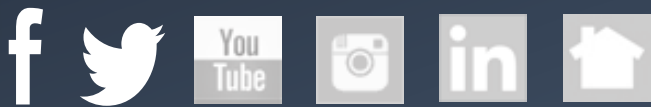
The position will be open for applications from 6/1/2020 to 8/03/2020.

[Please click here to apply](#) and include the following items:

- Resume
- Cover Letter
- A minimum of six professional references

For questions about the position or application process, please visit the resources below or contact [Heather Moorhead](#), HR Manager at 817-459-6862.

Visit us online: City of Arlington



Visit us online: Arlington Police

