



POLICE CHIEF

CITY OF MIDLAND, TEXAS

First Review of Applications: November 18, 2024



PUBLIC SECTOR EXECUTIVE RECRUITMENT

THE COMMUNITY

The City of Midland is in the western part of the state of Texas, halfway between Fort Worth and El Paso. With a population of 136,000, Midland is the 25th largest city in Texas and serves as a hub for transportation and logistics. In recent years, Midland has experienced a period of rapid growth and development, driven by the oil and gas industry. This has led to a boom in construction, as well as an influx of new residents and businesses.

With a median age of 31.4 years, the City of Midland is a diverse and dynamic community with a keen sense of pride in its history and a commitment to its future. The city is home to a wide range of people, including families, young professionals, retirees, and individuals from a variety of ethnic and cultural backgrounds. The city boasts several parks, museums, and cultural attractions, including the Permian Basin Petroleum Museum, the Museum of the Southwest, and the Sibley Nature Center. One of the defining characteristics of Midland is its strong connection to the oil and gas industry, which has been a driving force behind the city's growth and prosperity.

In addition to its ties to the energy industry, the Midland community is also known for its commitment to education and innovation. The city is home to several excellent schools and colleges, as well as a thriving startup ecosystem that is helping to drive the development of innovative technologies and businesses. The city is proud to be the hometown of former First Lady Laura Bush and the former home of two U.S. Presidents, George H.W. Bush and George W. Bush. Midland is a vibrant and dynamic city with a rich history, a bright future, and is a great place to live, work, and raise a family. [Click here to learn more about Midland.](#)

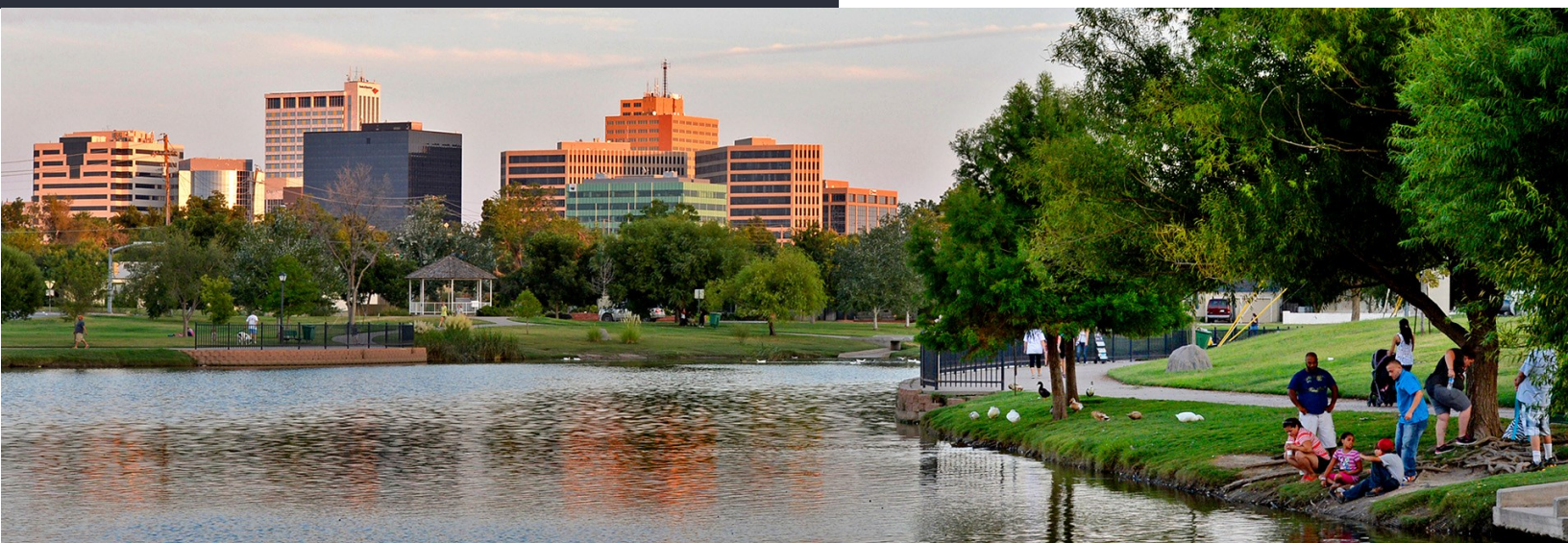
THE ORGANIZATION

The City of Midland has a council-manager form of government. The City Council is the governing body of the city and is composed of a mayor and six council members who are elected by the citizens of Midland.

The City Manager is appointed by the city council and is responsible for the day-to-day administration of city operations. The City Manager oversees all city departments and employees and collaborates closely with the council to implement policies and initiatives.

In addition to the council and City Manager, the City of Midland has several boards, commissions, and committees that are responsible for advising the council on various issues. These include the Planning and Zoning Commission and the Parks and Recreation Commission, among others. The City of Midland also operates several departments that provide services to residents, including the Police Department, Fire Department, Engineering Services & Transportation Department, and Water Utilities Department, among others.

The city has an AAA Rating, based on its history of financial stability, fiscal management policies, transparency, and accountability. The city continues to implement strategies that highlight and drive the community's vision and the Council's goals to better service the community. Overall, the City of Midland has a strong and effective system of government that is designed to ensure that the needs of its residents are met and that the city continues to grow and prosper in the years ahead.





THE POLICE CHIEF

The Police Chief leads and manages the Midland Police Department and ensures the highest standards of law enforcement by fostering a culture of integrity, accountability, and excellence. The Police Chief develops and implements strategic plans and innovative strategies to enhance public safety and community well-being. Responsibilities of the position include overseeing all aspects of crime prevention, investigations, enforcement, and collaborating with local, state, and federal agencies to address and prevent criminal activities.

In addition, the Police Chief develops and enforces policies to ensure roadway safety, addresses high-traffic areas with targeted enforcement and public education campaigns, and utilizes data-driven approaches to mitigate traffic-related issues. The Chief builds and maintains strong relationships with the community, which is crucial to ensuring that the department remains responsive to community needs and concerns. The Police Chief engages with community leaders, organizations and residents, promotes transparency and open communication, and emphasizes a customer-focused approach to policing in the city. Additionally, the Police Chief ensures respectful, transparent, and efficient interactions with the public, implements training programs to enhance customer service skills, and identifies process improvements for departmental efficiency and effectiveness, while promoting the professional growth of department personnel through training programs that enhance skills, knowledge, leadership capabilities, encouraging a culture of continuous improvement and innovation.

The Midland Police Department has an FY2024 budget of \$45 million and a full-time staff of 176 sworn and 52 civilian employees.

DESIRED CAPABILITIES

The City of Midland is seeking a dynamic, visionary Police Chief with excellent leadership, communication and interpersonal skills, and a strong commitment to customer service and process improvement. The ideal candidate will be a strong leader who can inspire and motivate the department, possesses strong problem-solving and decision-making skills, works collaboratively in a team-oriented environment, and upholds high levels of integrity and ethical standards. A commitment to maintaining Midland's values and conservative community principles is essential.

This senior-level role requires a seasoned professional who can balance effective law enforcement with exceptional customer service and process improvement capabilities and can build and maintain positive relationships with the community and other stakeholders. Preferred qualifications include experience in customer service and process improvement within a law enforcement context, knowledge of modern policing practices and technologies, and the ability to develop and implement strategic plans and initiatives. This role will be instrumental in maintaining the Commission on Accreditation for Law Enforcement Agencies (CALEA) Accreditation program.

LEADERSHIP OPPORTUNITIES



The new Police Chief will have numerous opportunities to make positive, significant, and lasting contributions to the safety and well-being of the department, the organization, and the community. These opportunities include:

Comprehensive Department Evaluation: The Police Chief will lead a comprehensive evaluation of all facets of the Midland Police Department, including current structure, span of control and personnel, operational procedures, and community engagement strategies to assess current practices, and identify strengths and opportunities for improvements based on evidence-based reforms and innovative approaches, laying a robust foundation for continuing the development of a top-tier police department characterized by exceptional service, advanced training, and a deep-rooted commitment to building trust and collaboration with the community.

Departmental Strategic Planning and Organizational Development: Evaluate all aspects of the Midland Police Department, including service delivery efficiencies, effectiveness, and overall responsiveness to identify strengths and areas for improvement to ensure that the department's operations align with the organization's strategic plan and to foster a more cohesive and focused approach to policing, enhancing the department's ability to serve the community effectively while optimizing resources and response times.

Continuously Enhancing Communication, Transparency and Service: Review all department communications and, if necessary, establish clear lines of communication with both internal and external constituents to foster open dialogue within the department and engaging with community members, with a view to increase transparency, cooperation, and service delivery excellence.

Workforce Development, Credentials, and Certifications: Conduct a comprehensive review of staff capabilities, credentials, and departmental certifications. This initiative will ensure that the Department is fully equipped to implement 21st-century policies and strategies, fostering a progressive and skilled police force prepared to address contemporary challenges and uphold the highest standards of public service.



EDUCATION AND EXPERIENCE

A bachelor's degree from an accredited college or university in Criminal Justice, Public or Business Administration, or a closely related field, and a minimum of ten (10) years of progressive law enforcement professional experience, of which five (5) must have been at the captain, assistant chief or police chief level is required. An Intermediate Peace Officer Certification from the [Texas Commission on Law Enforcement \(TCOLE\)](#) and a valid Texas Class "C" driver's license, or the ability to secure both, is required within 30 days of employment.

A master's degree and graduation from an accredited executive level training program, such as Southern Police Institute or FBI National Academy, is a plus.

COMPENSATION AND BENEFITS

The City of Midland offers a generous market-competitive total compensation package that includes a base salary in the **\$151,060 - \$226,591** range. The city offers a benefits package that includes a take-home vehicle, city cell phone, two (2) medical plans, a Wellness Center that provides basic medical services to employees and dependents enrolled in the group health plan at no cost, optional dental, optional vision, 457(b) deferred compensation, enrollment in the Texas Municipal Retirement System (7% required contribution, matched 2:1 by the city), Flexible Spending Account, \$100,000 basic life insurance at no cost to the employee, plus the option to purchase additional life insurance for self and dependents, Long Term Disability, Employee Assistance Program, 13 Paid Holidays, eligibility to enroll in the Midland Municipal Employee Credit Union, Longevity Pay, Tuition Reimbursement, Sick Leave Bank, and Midland Municipal Employee Scholarship Fund. Relocation assistance is available.

APPLICATION AND SELECTION PROCESS

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

www.governmentjobs.com/careers/bakertilly

Application review begins on Monday, November 18, 2024. Following the first review date, we will review and classify all applications according to the posted requirements and may invite a select number of applicants to complete additional assignments and participate in virtual and/or in-person interviews.

This announcement will remain posted, and we will continue to accept applications, until the city extends an offer to one finalist. The finalist will be required to complete a comprehensive background check established by the TCOLE. Pursuant to the state or local laws governing access to public records, all information submitted and associated with an individual's application, including resumes and cover letters, may be subject to public disclosure. For more information, please email edward.williams@bakertilly.com or call (214) 842-6478.

The City of Midland does not discriminate on the basis of race, religion, color, national origin, sex, disability, or age in its programs, activities, and services.

