



ASSISTANT POLICE CHIEF
WEST UNIVERSITY PLACE, TEXAS



THE COMMUNITY:

The City of West University Place is an urban enclave community located in the heart of the Houston metropolitan area. West University Place is a home-rule, incorporated city with a 2023 population of approximately 15,000 residents. The city is minutes from downtown Houston, Rice University, the Texas Medical Center, and the Galleria area. The city's land size is just over 2 square miles, but property values are in excess of \$8 billion.

The community is primarily residential, with a few commercial zones and adjacent retail centers. The City provides a full range of services including police, fire, water, wastewater, solid waste collection, and a parks and recreation system.

The City is governed by a Council-Manager form of government and municipal services are provided by 135 full-time equivalents.

THE DEPARTMENT:

The Police Department currently has 40 funded positions, including 18 Patrol Officers, 6 Police Sergeants, 8 Emergency Dispatchers, an Animal Control and Parking Enforcement Officer, along with several other administrative and support positions. The current Police Chief has been with the City for over 20 years as the Chief.

The West University Place Police Department is heavily involved in community events and works with other city departments to enhance safety and security for residents while strengthening the bond between law enforcement and the community. These services include crime prevention programs, alarm-monitoring services, community outreach initiatives, and various educational programs aimed at promoting public safety.

As with many law enforcement agencies, recruitment and staffing will continue to be a priority, competing with several organizations for talent.



AVAILABLE RESOURCES:

The City has begun leveraging several technological resources to aid in crime prevention, investigations, and other community resources including a “virtual gate” system comprised of license plate readers and cameras.

Virtual Gate:

In 2018, the West University Place City Council approved \$4.5 million for a state-of-the-art security camera system that would create a “Virtual Gate” around the city.

The camera system includes both live feed and license plate recognition (LPR) technology that captures images of license plates creating a searchable database to aid in police investigations. The design of the camera system alerts the West U dispatch center and patrol officers when vehicles that are stolen, vehicles associated with Statewide DPS alerts, or used in violent crimes enter the city. In addition, the system infrastructure supports future technological advances that may include facial recognition, motion detection and connecting with private cameras. Forty sites around the city were selected to host both types of cameras creating a “Virtual Gate” covering all entry points to the city.

By May of 2022, the Virtual Gate Camera System came to fruition as all forty camera locations were fully operational and providing an impressive 97.2% accuracy rate. The Virtual Gate Camera System has shown to be an effective program for law enforcement and a wonderful benefit to the community’s safety.





THE POSITION:

The City of West University Place seeks an Assistant Police Chief to create a succession plan for the anticipated retirement of the current Police Chief as well as add a dynamic position that can address administrative issues faced in a small, but nimble police department. The position would report to the Police Chief and oversee administrative and functional area staff in the police department.

The selected candidate will need to demonstrate critical thinking skills to identify problems and present solutions. The candidate should be comfortable discussing and presenting in front of other departments, City management, and City Council as needed.

The position requires ten years of police experience, including at least five at the command level. Additionally, an undergraduate degree in law enforcement, criminal justice, political science, sociology, or related field would be required, with a preference for a graduate-level degree. The successful candidate should have at least a certification as an advanced officer from the Texas Commission on Law Enforcement and a valid Texas driver's license, or the ability to obtain it.

COMPENSATION & BENEFITS:

The salary for the position will be dependent on qualifications. The City anticipates a hiring range between \$120K - \$130K annually. The City participates in the Texas Municipal Retirement System, 7% deposit, with a 2:1 matching. The City offers three health and three dental plans with various options based on employee choice. The City provides a generous amount of time off through vacation, personal days, holidays, and sick days. The City also participates in Social Security.

APPLICATION PROCESS:

Applications must be submitted online.

For more information about this position contact:

James Urban, Human Resources Director

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713-662-5820

The City of West University Place is an Equal Opportunity Employer.

RESOURCES:

City of West University Place

www.westutx.gov

West University Place Police Department

www.westutx.gov/police

West University Place Police Department Facebook

www.facebook.com/westupolice

