

The City of Rockport, Texas, invites you to consider applying for the position of Chief of Police for the Rockport Police Department.

The Rockport Police Department (RPD) is a full-service police agency. RPD provides law enforcement services for the city of Rockport and, via contract, to the neighboring city of Fulton. RPD is authorized to employ 34 full-time employees, including 30 sworn officers and four non-sworn staff members. RPD currently has a Patrol Division and an Investigations Division, each of which is supervised by a Commander and Code Enforcement supervised by Administrative Captain. RPD responds to about 650 dispatched calls per month, and the annual budget is approximately \$5.2 million.

Rockport city management has decided to employee the services of Max Westbrook and Bruce Mills, both retired law enforcement administrators, to manage the recruitment and hiring process for this position. The position will be open for 30-days after it is initially posted, and all qualified applicants are encouraged to apply.

The City of Rockport is looking for a dynamic police professional to lead RPD. Critical aspects needed in a successful applicant include the following:

- Skills in building trusting relationships with area law enforcement officials and prosecutors
- Successful application of various leadership skills
- Ability to work closely with various civic, community, business, and religious organizations
- Knowledge of the Texas Best Practices Program

Please review the material below and consider applying for this prestigious position in the Texas law enforcement community.

Quick Facts:

Salary Range:

Low End \$45.30/hr. or \$94,224/annual

High End \$68.25/hr. or \$141,960/annual

Certification Pay available as follows:

EDUCATION COMPENSATION	ADDITIONAL PAY PER MONTH
Associate Degree	\$250.00
Bachelor's Degree	\$350.00
Master's Degree	\$450.00

Benefits

Fifteen paid vacation days each year for Directors

Twelve paid sick days each year

Twelve paid holidays

Paid employee dental and vision insurance

Medical coverage provided through the City's employee benefit plan and the premium is 100% paid by the City for employee only (Dependent coverage is available, paid by the employee).

Texas Municipal Retirement System: 7% contribution with 2:1 match and 5-year vesting

Paid Life Insurance: \$15,000 Life and AD&D policy (Additional optional coverage available.)

Tuition reimbursement available while attending college

Uniforms provided

Service side arm issued

Stability Pay (as approved by the City Council). To be eligible an employee must have been with the City for 12 months as of the first day of the fiscal year.

Chief of Police

PD/1

Police Department Grade: 25

JOB SUMMARY

This position is responsible for directing the provision of police services for the City of Rockport and the City of Fulton, including coordinating the internal and external activities of the department.

MAJOR DUTIES

- Develops, plans and implements department goals and objectives; develops and implements policies and procedures.
- Supervises and participates in the development and administration of the Police Department budget; directs the forecast of additional funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures.
- Oversees investigations of complaints against employees and determines appropriate departmental action, including suspension or termination as appropriate.
- Coordinates department activities with those of other departments and outside agencies or organizations; represents the department at city functions.
- Represents city public safety concerns at all called meetings of the Emergency Operations Center.
- Works with the City Manager and other department heads to assure the proper daily operation of the city and to provide a positive quality of life for residents and visitors.
- Directs, oversees, and participates in the development of the department's strategic plan; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods, and procedures.
- Selects, hires, trains, motivates, evaluates and disciplines personnel; provides or coordinates staff training; works with employees to correct deficiencies.
- Confers with citizens and city officials on law enforcement problems and assists in the development of innovative municipal law enforcement policies.
- Attends and participates in professional groups and committees such as city, county, and police conferences and meetings with other public officials.
- Coordinates law enforcement activities with the activities of other city departments and other law enforcement agencies.
- Prepares and submits periodic reports to the City Manager regarding the department's activities, and prepares a variety of other reports as appropriate.
- Performs related duties.

KNOWLEDGE REQUIRED BY THE POSITION

- Knowledge of law enforcement, traffic control, crime prevention, criminal investigation, and criminal process and arrest procedures, methods, and techniques.
- Knowledge of search-and-seizure laws and methods, and of evidence preservation and preservation principles.
- Knowledge of strategic planning, personnel management, and budget management principles.
- Knowledge of relevant laws, ordinances, court procedures, legal precedents, and government regulations.
- Knowledge of program assessment principles.
- Knowledge of management and supervisory principles and practices.
- Skill in the preparation of clear and precise administrative reports.
- Skill in the interpretation and application of federal, state, and local laws and regulations.
- Skill in planning, organizing, analyzing, decision making, and problem solving.
- Skill in the use and care of firearms and other standard and specialized equipment.
- Skill in the use of modern office equipment.
- Skill in public relations.
- Skill in interpersonal relations.
- Skill in oral and written communication.

SUPERVISORY CONTROLS

The City Manager assigns work in terms of department goals and objectives. The manager reviews work through conferences, reports, and observation of department activities.

GUIDELINES

Guidelines include city and department policies and procedures, Texas codes, the Fair Labor Standards Act, EEOC Regulations, and the Freedom of Information Act. These guidelines require judgment, selection, and interpretation in application. This position develops department guidelines.

COMPLEXITY / SCOPE OF WORK

- The work consists of varied administrative, management, technical, and supervisory duties. The broad range of decision-making activities required contributes to the complexity of the work.
- The purpose of this position is to plan, direct, and manage the overall provision of police services to the citizens of the city. Successful performance helps ensure the safety of life and property and results in the enforcement of local, state, and federal laws.

CONTACTS

- Contacts are typically with department personnel, other city employees, elected officials, judges, attorneys, business owners, citizens, suspects, and representatives of other law enforcement agencies.
- Contacts are typically to give or exchange information, resolve problems, provide services, motivate and direct employees, and settle matters.

PHYSICAL DEMANDS / WORK ENVIRONMENT

- The work is typically performed while sitting at a desk or table or while intermittently sitting, standing, stooping, walking, bending or crouching. The employee occasionally lifts light and heavy objects and uses tools or equipment requiring a high degree of dexterity.
- The work is typically performed in an office and outdoors, occasionally in cold or inclement weather. The work requires the use of specialized law enforcement equipment.

SUPERVISORY AND MANAGEMENT RESPONSIBILITY

This position has direct supervision over Police Commander – Patrol, Police Commander – CID, and Administrative Coordinator.

MINIMUM QUALIFICATIONS

- Knowledge and level of competency commonly associated with the completion of a baccalaureate degree in a course of study related to the occupational field.
- Experience sufficient to thoroughly understand the diverse objectives and functions of the subunits in the division/department in order to direct and coordinate work within the division/department, usually interpreted to require three to five years of related experience.
- An equivalent combination of education, training and/or experience may be considered.

- Graduation from the FBI National Academy, Southern Police Institute, Northwest Traffic Institute or other nationally recognized specialized training academy is preferred.
- Possession of or ability to readily obtain a valid driver's license issued by the State of Texas for the type of vehicle or equipment operated.
- Ability to meet current requirements set forth by the Texas Commission on Law Enforcement.
- Possession of or ability to readily obtain a TCOLE Advanced Peace Officer certification. Master's certification preferred.

City of Rockport Information Sheet:

1. City of Rockport: www.cityofrockport.com
2. Aransas County: <http://www.aransascountytexas.gov/main/>
3. Chamber of Commerce: <https://www.rockport-fulton.org/>
4. Population:
 - a. In city limits: The 2020 U.S. Census Bureau estimate is 10,850
(<http://www.cityofrockport.com/faq.aspx?qid=63>)
 - b. Town of Fulton: 2024, 1,569
 - c. In County of Aransas: Estimated 2022 24,944
(<http://www.txcip.org/tac/census/profile.php?FIPS=48007>)
5. Demographics
 - a. The cost of living in Rockport is 10.6% below the national average. The average value of a home in Rockport is \$307,400. Education, county, and local government, commercial fishing, retirement, health care, and tourist related shops and attractions make up a large part of the economy.

The downtown district has a number of art galleries, and attract tourists. With more than 200 artists calling Rockport home, there is a wide selection of opportunities for art lovers of all types.

Sports fishing, water skiing, sailing, and kayaking are just a few of the water activities available in Rockport.
6. Economy:
 - a. Tax Base/ City Revenue: "Revenues are derived primarily from property taxes, sales taxes, and licenses and permit fees."
(<http://www.cityofrockport.com/DocumentCenter/View/1811/Financial-Policies?bidId=>)
 - b. HOT: Hotel Occupancy Tax: (<http://www.cityofrockport.com/634/Hotel-Motel-Tax>)
 - c. Property Taxes: Aransas County Tax Assessor <http://www.aransascad.org/> , <http://www.aransascountytexas.gov/taxac/>
7. The City of Rockport:
 - a. Employees:

- i. Number of Budgeted City Employees: 139
 - ii. Number of Budgeted Police Department Employees: 34, 4 clericals, 30 Sworn
 - b. Budget:
 - i. Proposed City Budget 10/1/2023-9/30/2024
 - 1. General Fund: \$13,950,355
 - 2. Total City (All Funds): \$55,780,051
 - ii. PD Budget 10/1/2023-9/30/2024: \$5,261,209
 - 1. Police: Administration: \$1,453,827
 - 2. Police: Patrol: \$2,576,111
 - 3. Police: CID: \$863,612
 - 4. Code Enforcement: \$367,659
- 8. Area Events: Chamber of Commerce - <https://www.rockport-fulton.org/>
 - a. HummerBird Celebration: End of September annually
 - b. Seafair: End of October annually
 - c. Fulton Oyster Fest: First of March annually
 - d. Art Festival: Near July 4th annually
<http://www.rockportartcenter.com/art-festival/>
 - e. Independence Day Celebration and Fire Works: annually
 - f. Rockport Festival of Wine and Food <https://www.texasmaritimemuseum.org/rockport-festival-of-wine-and-food>
 - g. Rockport Film Festival: First of November annually <http://rockportfilmfestival.com/>
 - h. Rockport- Fulton Market Days: monthly
<http://members.rockport-fulton.org/events/details/rockport-fulton-market-days-40187>
 - i. Annual Aransas County Education Foundation Shopping Tournament
 - j. Rockport Gospel Music Festival: <http://members.rockport-fulton.org/events/details/rockport-gospel-music-festival-jan-11-12-37174>
 - k. Tropical Christmas: annually <http://members.rockport-fulton.org/events/details/rockport-tropical-christmas-dec-1-39444>
 - l. Numerus Fishing tournaments
- 9. Impact of Hurricane:
 - a. Ground Zero for Eyewall impact of Hurricane Harvey August 25, 2017
 - b. Links:
 - i. https://www.rockport-fulton.org/Hurricane_Harvey_Recovery_Relief
 - ii. <http://www.cityofrockport.com/669/Hurricane-Harvey---News-Resources-and-Li>
 - c. It is estimated that about 20 % of the City's Residents left after Hurricane Harvey, although the actual number is not known. And Aransas County ISD enrollment dropped approximately 15%. It is estimated by a survey by Kaiser Family and Episcopal Health foundations that around 62% of

people in the affected areas, including Rockport and Aransas County in general, experienced damage to their homes and around 27% had income or job loss. <https://www.texastribune.org/2018/08/24/hurricane-harvey-year-later-rockport-cant-find-housing-evacuees/>

- d. Over 3.2 Million Cubic Yards of Debris was collected and removed due to the hurricane from September 2017- February 2018 <http://www.cityofrockport.com/ArchiveCenter/ViewFile/Item/2680>

Requirements

- Knowledge and level of competency commonly associated with the completion of a baccalaureate degree in a course of study related to the occupational field.
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- Ability to meet current requirements set forth by the Texas Commission on Law Enforcement.
- Possession of or ability to readily obtain a TCOLE Advanced Peace Officer certification. Master's certification preferred.

A City of Rockport application is required.

Visit <https://cityofrockport.bamboohr.com/careers/61?source=aWQ9MjU%3D> to obtain the complete application and job description. You may attach a copy of your resume/cover letter at time of application.

Job ID: 72635882



[City of Rockport](#)

Government

Rockport, TX, US

The City of Rockport has a well-established reputation as one of the best destinations in Texas for artists, birding, boating, fishing, or just a relaxing place to be. Incorporated in 1871, Rockport is 13.5 square miles and serves as the county seat of Aransas County. Located 31 miles northeast of Corpus Christi along Texas Highway 35, Rockport has experienced slow, steady growth of 1.5%-2.0% over the last four decades. Visitors during the Memorial Day to Labor Day season can be 20,000 or more, depending upon the holiday ...

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