



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

The Blanco Police Department (BPD) is a full-service police agency. BPD provides law enforcement services for the City of Blanco and, via agreement to Blanco ISD. BPD is authorized to employ 12 full-time employees, including 11 sworn officers and one non-sworn staff member. The City provides 3 SRO officers which are funded by Blanco ISD. BPD currently has 8 patrol officers, 1 Lieutenant, 1 Chief, 1 detective and 1 administrative assistant budgeted.

Blanco City Council has decided to employ 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 Blanco is looking for a dynamic police professional to lead BPD. 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.

Benefits:

- Twelve paid vacation days and one personal day
- Ten paid sick days each year
- Thirteen and 1/2 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 for by the employee).

- Texas Municipal Retirement System: 7% contribution with 2:1 match and 5-year vesting
- Paid Life Insurance: \$50,000 life (Additional optional coverage available.)
- Tuition reimbursement available while attending college
- Uniforms provided
- Service side arm issued

Job Description:

The Chief of Police plans, organizes, and directs the full range of Police Department, the enforcement of all federal state and local laws and regulations and the investigation and prevention of crime. Assures community-oriented policing, supervision of police operations and investigation of crimes. Provides assistance and liaison with other public safety providers, community service agencies, and city departments. Performs a wide variety of responsible management and administrative tasks requiring a high level of professional and technical skill and independent judgment. Acts as a problem solver in City and community matters.

TYPICAL DUTIES AND RESPONSIBILITIES

- Plans, organizes, directs, and coordinates the activities of Police Department in the preservation of order, protection of life and property; enforcement of all federal, state and local laws, codes and ordinances, investigation and prevention of crime; and maintenance of effective communication and records systems and other support activities.
- Demonstrate firsthand operational expertise and comprehensive understanding of the Accreditation Program to ensure adherence with the minimum standards set forth by the Texas Police Chiefs Association for Best Practices.
- Develops, implements, and revises departmental rules, procedures, and policies; reviews actions and conduct of subordinates, recommends corrective action, and maintains effective discipline throughout the department.
- Directs and participates in the development, implementation, and monitoring of annual departmental budget; prepares reports and recommendations concerning proposed city activities and their budgetary and/or staffing impact on the city and the police department and recommends purchase of equipment and supplies.
- Identifies and develops solutions to difficult community and organizational problems and assures effective implementation through the Police Department.
- Recommends appointment and evaluates Police Department personnel, assigns work projects; coordinates work or subordinates and has general accountability for the effectiveness of all operations; observes and takes corrective action on significant employee relations problems; and implements Affirmative Action Program within the Police Department.

- Develops and ensures enforcement of Police Department operating policies and procedures.
- Coordinates Police Department activities and maintains liaison with other federal, state, county, and local law enforcement related agencies on judicial, prosecution and defense issues.
- Represents the Police Department before the City Council and other governmental bodies; prepares and presents special studies and reports concerning Police Department programs and activities.
- Represents the Police Department before various community groups, develops and implements the department's community relation efforts with special emphasis toward community-oriented policing principles and practices. Maintains positive and effective relationships among the various communities in the City of Blanco, other departments, and agencies.
- Reviews reports on crimes committed, arrests made, investigations conducted, and unusual incidents requiring documentation and ensures their transmittal to other agencies and the City Administrator as appropriate.
- Investigates or directs investigation of citizen complaints.

#### Job Requirements:

- Possession of a valid Texas driver's license.
- Bachelor's Degree is preferred
- Minimum of 2 years of experience at the rank of Lieutenant or above.
- Graduate of the FBI National Academy Training (preferred); or
- LEMIT graduate (preferred)
- Use TCOLE Personal History Application to apply

#### Job Details:

Min. Education: BA/BS/Undergraduate

Min. Experience: 5-7 Years

Salary: \$90,000 to \$110,000