



HIRING Chief of Police



Lead with purpose in a community filled with strong values, rich heritage, and stunning natural beauty—join the exceptional New Braunfels Police Department as our next Chief of Police!



The Ideal Candidate

The City of New Braunfels is seeking a personable and approachable leader who can cultivate strong, authentic relationships with staff at all levels, collaborate effectively with other city departments, and engage with the community. This leader will be equipped to address staffing challenges and enhance community engagement through proactive outreach initiatives. The successful candidate will exhibit empathy and understanding, recognizing the unique challenges of a tourist destination, and will be dedicated to supporting staff well-being and work-life balance.

The new Chief of Police will be tasked with sustaining the department's high standards while maintaining the family-oriented culture that prioritizes staff support and community involvement. The ideal candidate will be a proactive leader who values engagement and demonstrates accountability, integrity, and a forward-thinking approach to strategic planning. A diverse background in law enforcement, along with a solid understanding of city budgeting processes, is essential for success in this role.

What makes NBPD unique?

- Vibrant tourist destination and avid river recreation welcoming over 2 million visitors each year
- Strong, family-oriented values and people-first culture
- Fun and supportive environment where a sense of camaraderie is key
- Commitment to high standards in all areas of the department
- Focus and investment in ongoing training and professional development initiatives

Compensation & Benefits:

- Competitive salary of approximately \$200,000 DOQ
- Car & phone allowance
- Relocation expenses
- Recreation center membership
- TMRS 7% contribution, 2:1 match
- Tuition reimbursement program up to \$5,000/year
- Longevity pay
- Vacation accrual that begins at 120 hours annually

Department Highlights

The New Braunfels Police Department comprises 210 dedicated uniformed and civilian personnel committed to serving our expanding community as a civil service agency under Chapter 143 of the Texas Local Government Code. Our divisions—Administration, Patrol, Criminal Investigations Division (CID), and Support Services—enable us to effectively address diverse public safety needs. The department also prioritizes the well-being of our team members, providing a range of support resources including a Peer Support Team, Chaplain Program, and the Tania Glenn program.

Outreach Programs

Kops & Kids Safety Picnic, Coffee with a Cop, Project Lifesaver, Blue Santa, Neighborhood Crime Watch and Citizens Police Academy.

Specialized Units

S.W.A.T.	U.A.S. Unit (Drones)	Field Training Officers
K-9 Unit	Street Crimes Unit	Community Liaison Officer
Traffic Unit	Mental Health Unit	Recruiting Team
Crisis Negotiations Unit	Honor Guard team	Training Team
School Resource Officers	F.B.I. Task Force	Firearms Unit
Narcotics Officers	Criminal Investigations Division	Bicycle Unit

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