

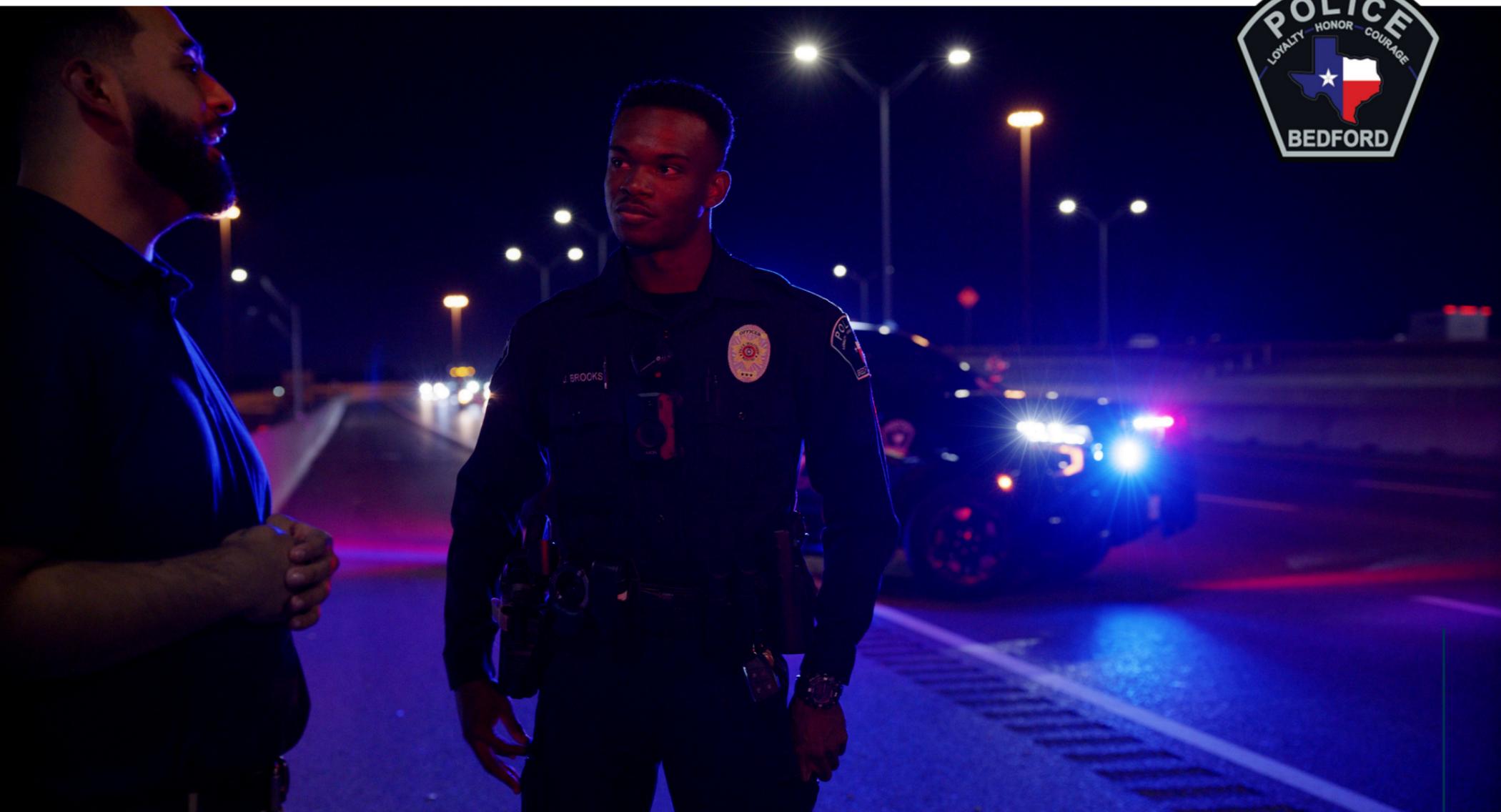


City of Bedford, TX

# DEPUTY CHIEF OF POLICE

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Salary Range: \$146,110 - \$169,140



## About the Community

The City of Bedford is located in northeast Tarrant County in the region of North Central Texas. Bedford is centrally located in the Metroplex, approximately 14 miles from downtown Fort Worth (to its west) and 22 miles from downtown Dallas (to its east) along SH 121. Bedford is also central to area airports: only five miles west of DFW International Airport, 22 miles west of Dallas Love Field, and 22 miles southeast of Alliance Airport. The City has a total land area of approximately 10 square miles.

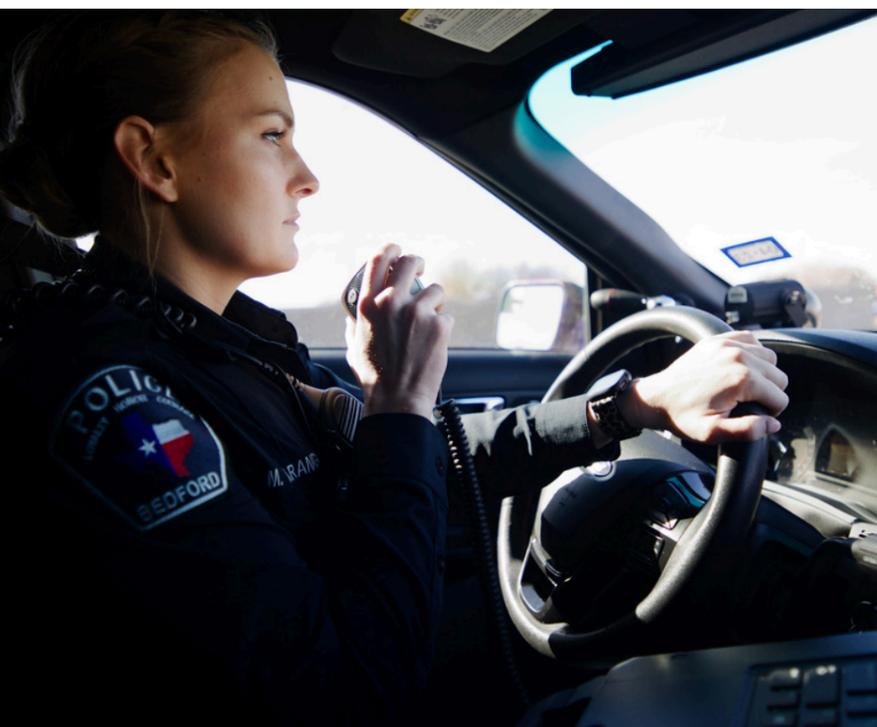
The City has established itself as an important suburb to the Dallas-Fort Worth region with its solid base of medical providers, small businesses, national retailers, and restaurants. With an ongoing commitment to providing high-quality, economical, responsive services to the local community, Bedford is well-positioned for commercial, office, and industrial development and redevelopment.

## About the Department

The Bedford Police Department is an active department with a strong focus on training and development. The department has authorized staffing of 80 sworn full-time officers and 3 part-time officers, with 35 civilian employees. The Bedford Police Department Divisions include patrol, traffic, criminal investigations, community services, training and recruiting, records, dispatch, animal services, and administration.

Within the divisions, the department has a behavioral health unit, bicycle unit, traffic motorcycles, commercial vehicle enforcement, honor guard, drones, and a deployment unit. The department responds to roughly 40,000 calls for service each year. Current major projects include a remodel of locker rooms, remodel of the animal shelter, and working towards acquiring accreditation through the Texas Police Chiefs Association.





## About the Opportunity

The Deputy Police Chief is a key member of the Police Department Leadership Team and is responsible for daily operations. The Deputy Police Chief provides direct leadership to the Patrol Division and Criminal Investigations Division Captains. Under the direction of the Police Chief, this position supervises, plans, coordinates, and directs daily operations to ensure operational readiness, safety, and competence. Specific areas of responsibility for the Deputy Police Chief include personnel, equipment acquisition, planning and research for the departmental budget, and promoting a positive police culture.

This role is highly interactive, with the expectation that the Deputy Police Chief remains deeply engaged with their team and fully embraces their responsibilities. The department, consisting of many young members, seeks strong leadership and guidance to foster a positive work environment and deliver top-tier service to the community. The position involves close collaboration with the Police Chief on numerous critical departmental matters and plays an essential role in the executive leadership team supporting all police operations. The department also includes a Training and Recruiting Division Captain, Professional Standards Captain, with key administrative support provided by a Police Support Services Manager and Executive Assistant. This close-knit team is dedicated to creating an exceptional work environment and supporting one another as needed.

## Qualifications

The ideal candidate encompasses a combination of experience, education, and the ability to lead and manage both personnel and projects. Required bachelor's degree in criminal justice or related field. A minimum of seven years of progressive police administrative experience, a minimum of three years in a management position supported by four years of mid management work, or equivalent combination of education and experience.

Applicants should have the education and training background to bring credibility to the position. Problem solving and effective conflict resolution are also highly desired. Candidates should be knowledgeable of current best practices and use of technology in the police service. Of all qualities, the ability to effectively lead, inspire, and manage personnel is at the top of the list. Ethical decision making, skill at directing personnel, flexibility, and a positive attitude are essential to the successful candidate.

## Benefits

- Retirement: Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2-to-1 municipal match, plus five-year vesting. Voluntary participation in a 457 deferred compensation program and a Roth IRA is also available.
- Health Insurance: Two medical plan options through Cigna—a co-pay plan and a high-deductible health plan with employer HSA contributions. The City provides three flexible spending account options: regular, limited, and dependent care.
- Dental and Vision: A DHMO and PPO dental plan, as well as a Vision Discount Plan.
- Life Insurance: City-paid term life and AD&D insurance (two times the employee's annual salary, up to \$150,000). Voluntary supplemental life and dependent life insurance are available. The City also covers premiums for long-term and short-term disability insurance.
- Paid Leave: Employees accrue from 80 - 120 hours of vacation per year (with a cap at two times the annual accrual). Additional leave includes eight hours of sick leave per month (capped at 120 days), 16 hours of personal leave, one week of exempt leave, 11 paid holidays, and one floating holiday per year.
- Flexible Work Schedule: Voluntary participation in a flexible, hybrid and/or alternate work schedule is available as approved by the Police Chief.

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