

NOW SEEKING

# ASSISTANT CHIEF OF POLICE



**Rowlett Police Department**

[WWW.ROWLETTTX.GOV/17/POLICE](http://WWW.ROWLETTTX.GOV/17/POLICE)

*Rowlett*  
TEXAS



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## THE COMMUNITY

Located on the picturesque shores of Lake Ray Hubbard, Rowlett is a thriving community with over 73,200 residents. Spanning 20.8 square miles across Dallas and Rockwall counties, Rowlett is one of the fastest-growing cities in the country. Residents enjoy easy access to the entire Dallas/Fort Worth Metroplex via I-30, the President George Bush Turnpike, State Hwy. 66, and the DART light-rail system.

With the approval of three major bonds in 2023, Rowlett is on the cusp of transformative growth, including the design and development of a state-of-the-art Municipal Complex. This facility will house a modern Public Safety Facility, an Animal Shelter, and a new City Hall, underscoring the city's commitment to its residents and public safety.

## ABOUT THE ROWLETT POLICE DEPARTMENT

The Rowlett Police Department consists of 109 sworn officers, 44 civilian personnel, and approximately 25 dedicated Volunteers in Police Service (VIPS), with an annual operating budget of approximately \$19.8 million. The department is structured into five key divisions:

- **Patrol Division:** The backbone of the department, responsible for 24/7 service and protection across four city sectors. Includes 64 officers, organized under the leadership of corporals, sergeants, and lieutenants, and oversees the Field Training Unit.
- **Criminal Investigations Division (CID):** Handles investigations of violent crimes, property crimes, narcotics, juvenile offenses, and special victims. CID also manages the Detention Center and Police Records.
- **Special Operations Division:** Oversees specialized units such as SWAT, Traffic, Support Services, Crisis Assistance, and Police/Fire 911 Emergency Communications Center.
- **Neighborhood Services Division:** Focuses on community engagement through School Resource Officers (SROs), Community Services Officers, and crossing guards. Also manages accreditation and Volunteers in Police Service (VIPS).
- **Professional Standards Division:** Responsible for recruitment, hiring, training, and internal affairs, ensuring excellence and accountability across the department.

The Rowlett Police Department is recognized by the Texas Police Chiefs Association Best Practices Recognition Program, certifying adherence to over 170 best practices. The department prioritizes the well-being of its personnel through programs such as Peer Support, Chaplain Services, and an incentive-based Physical Fitness Program.



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## RPD28 STRATEGIC PLAN



**VISION** *Rowlett*  
BE A LEADING PUBLIC SAFETY AGENCY IN TEXAS

**VALUES**

- R**ESPECT
- A**CCOUNTABILITY
- I**NTEGRITY
- S**ERVICE
- E**XCELLENCE

**MISSION**  
PROVIDE EXCEPTIONAL SERVICE TO ALL

**GOALS**

- PUBLIC SAFETY**  
STRENGTHEN PUBLIC SAFETY WITH PROACTIVE ENFORCEMENT, INNOVATIVE SOLUTIONS, AND EFFICIENT RESPONSE
- COMMUNITY PARTNERSHIP**  
CONNECT WITH THE COMMUNITY THROUGH EVENTS, EDUCATION, AND COLLABORATION
- EMPLOYEE ENGAGEMENT**  
RECRUIT, TRAIN, AND SUPPORT EMPLOYEES TO CULTIVATE AN ENGAGING ENVIRONMENT
- ORGANIZATION DEVELOPMENT**  
PROVIDE EXCELLENT RESOURCES, TECHNOLOGIES, FACILITIES, AND HIGHLY EFFECTIVE POLICIES



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## IDEAL CANDIDATE PROFILE

The Rowlett Police Department seeks a dynamic, visionary, and experienced law enforcement professional to serve as Assistant Police Chief. This is an exceptional opportunity for a proven leader with a distinguished record of service to guide and shape the operations of a progressive, community-focused police department.

The ideal candidate will be a collaborative, community-oriented, and visionary law enforcement leader with exceptional communication and problem-solving skills. The successful candidate will demonstrate a strong commitment to transparency, innovation, and teamwork.

## QUALIFICATIONS

### Education

Bachelor's degree in Criminal Justice, Police Science, Criminology, Public Administration, or a related field.

### Experience

At least 15 years of progressively responsible law enforcement experience, with a minimum of 5 years in supervisory roles.

At least 3 years of command-level experience (Lieutenant, Captain, or higher) in a medium-to-large municipal police department or agency.

### Certifications

Master Peace Officer Certification by the Texas Commission on Law Enforcement (TCOLE).

### Leadership Training

Completion of advanced leadership programs such as the FBI National Academy, PERF's Senior Management Institute for Police (SMIP), Northwestern School of Police Staff & Command (SPSC), or Law Enforcement Management Institute of Texas (LEMIT) is highly desirable.





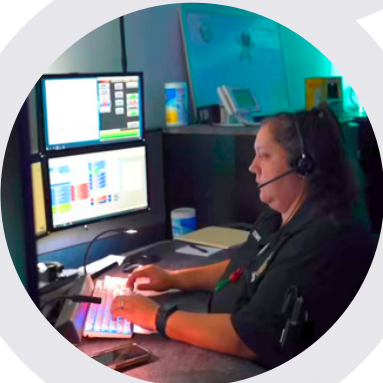
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## COMPENSATION AND BENEFITS

- Expected hiring range will be \$145K-160k
- 4-day work week
- Medical, dental and vision insurance
- Life insurance (2x salary up to \$150,000)
- Long-term and short-term disability
- Flexible spending account
- 20-year retirement plan with the Texas Municipal Retirement System
- 5-year vesting and a 2:1 City match
- Vacation – 2 weeks during the first year, 3 weeks after the first year
- Sick leave – 2 weeks per year
- Employee Assistance Program
- Longevity pay
- Take-Home Vehicle

## DEPARTMENT INCENTIVES

- Shift Diff Pay
- Bilingual Pay
- TMRS
- Longevity Pay
- Certification Pay
- 12-Hr Shifts
- Tattoos
- Beards
- On-Duty Workout
- FTO Pay
- Rifle with RDS
- Two Glocks
- Boots
- Optional LBV





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## TENTATIVE RECRUITMENT TIMELINE SUBJECT TO CHANGE

**Deadline to Apply:** March 1, 2025

**Application Review:** Ongoing  
(February 3 – March 1, 2025)\*

**One-Way Video Interviews:** Week of March 10, 2025

**Virtual Interview Process:** Week of April 7, 2025

**In-Person Interview Process:** Week of April 21, 2025

**Conditional Job Offer:** April 25, 2025\*

\*Dates are subject to change.

\*The final candidate will be selected contingent upon passing a background check.



### ONLINE RESOURCES

[www.Rowlett.com](http://www.Rowlett.com)

 [www.linkedin.com/in/rowlettpd/](https://www.linkedin.com/in/rowlettpd/)

 [RowlettPoliceDepartment](https://www.facebook.com/RowlettPoliceDepartment)

 [@rowlettpd](https://www.instagram.com/@rowlettpd)

 [@RowlettPoliceDepartment](https://www.youtube.com/@RowlettPoliceDepartment)

Please apply at [Rowlett.com/Jobs](http://Rowlett.com/Jobs)  
For more information on this position, please  
contact: **Alexis McKelroy - Senior Human  
Resources Generalist**  
[amckelroy@rowlett.com](mailto:amckelroy@rowlett.com) - 972-412-6197

The City of Rowlett is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.