



# POLICE CHIEF

City of Taylor, TX



# The Community

Spanning approximately 19 square miles and boasting a population of 17,636, the City of Taylor is an innovative city in eastern Williamson County, Texas, one of the fastest growing areas in the nation. Being a short 30-minute drive to downtown Austin, Taylor is conveniently located to the capital city and all it has to offer, but the overall cost of living and home prices in Taylor are some of the lowest in the Greater Austin Area. In the coming years, Samsung will finish construction of a \$25 Billion Chip Manufacturing Plant and the University of Texas will be building a technology campus in Taylor.

We're a community well-known worldwide for our barbecue, historic downtown, rich culture, and visionary leadership. Taylor's historic downtown is the cultural hub of the city, with an eclectic mix of shops, restaurants, and service offerings in a walkable, old town atmosphere. Taylor is proud to boast its expansive park system, totaling 250 acres connected by 11 miles of trail, with amenities including swimming pools, walking trails, lakes, basketball courts, playgrounds, splash pads, skate park, disc golf course, and the Taylor Regional Park and Sports Complex, a state-of-the-art sports facility that hosts many national tournaments.

# Government

The City of Taylor operates as a council-manager form of government with an elected city council comprised of five council members, four of whom elected from single member districts and one member elected at-large. Each year council members elect from among their number a mayor and a mayor pro tem.

Taylor is a Home Rule city, which means that the council can enact legislation, adopt budgets, and determine policies, subject only to limitations imposed by the state constitution and the city charter. The city council is also guided by an ethics policy and a council relations policy to ensure an ongoing commitment to preserving the integrity of local government.





## The Position

The Police Chief serves as the City's senior law enforcement executive, reporting to the City Manager and leading all functions of the Police Department to ensure the safety, security, and peace of the community. This role provides strategic leadership, direction, and oversight for all police operations including patrol, investigations, communications, records, animal services, training, and support services, and ensures alignment with City goals and professional policing standards. The Police Chief works collaboratively with residents, City departments, community organizations, and local, state, and federal law enforcement agencies to deliver effective public safety services, build community trust, and foster a culture of integrity, accountability, and service within the Department.

## Education and Experience

Qualified applicants will have a Bachelor's degree in Business Management, Public Administration, Criminal Justice, Law Enforcement, or a related field, and at least ten years of progressively responsible experience in municipal law enforcement, including a minimum of six years in a command-level role. Candidates without a bachelor's degree may be considered if they have an advanced law enforcement certification supported by a minimum of fifteen years of municipal law enforcement experience demonstrating growth, leadership, and readiness to serve as Chief. A combination of education, training, and experience may be considered.



## Required Certifications and licenses

The ideal candidate will be a collaborative, forward-thinking leader with a strong foundation in municipal governance, strategic planning, and service delivery. They should bring a solutions-oriented approach, a deep understanding of the challenges facing growing communities, and a passion for operational excellence.

# Essential Functions and Responsibilities

- Lead, manage, and direct all operations of the Police Department, including patrol, criminal investigations, crime prevention, intelligence, traffic enforcement, evidence and property control, communications, and support services.
- Establish, implement, and enforce policies, procedures, and standards for law enforcement operations, professional conduct, ethics, equipment and property management, and interagency relations.
- Oversee recruitment, selection, training, development, and evaluation of personnel; assign work, provide ongoing coaching, and ensure a high-performing, professional workforce.
- Direct, evaluate, and continuously improve training programs, including department-wide training, specialized instruction, and in-service development initiatives.
- Manage internal affairs functions, including discipline, conduct expectations, internal investigations, and recommendations related to disciplinary action and terminations.
- Model and reinforce a culture of professionalism, accountability, community-oriented policing, and dedication to public service across all ranks.
- Plan, develop, and administer the department's annual budget; authorize expenditures, manage purchasing and capital needs, and ensure cost-effective operations.
- Build strong relationships with the community; respond to citizen concerns, inquiries, and complaints with transparency and a customer-service mindset.
- Oversee required operational reporting, including monthly/annual reports for the City, media, and regulatory agencies.
- Serve as the department's spokesperson and primary point of contact for media relations, public information, and compliance with the Open Records and Privacy Acts.
- Collaborate with other municipal departments, outside law enforcement agencies, and community partners on crime prevention, emergency management, and public safety initiatives.
- Provide leadership and direction in emergency planning, response, and incident coordination for local emergencies and citywide public safety planning.
- Direct the acquisition, use, and maintenance of police facilities, fleet, technology, equipment, and communications systems to ensure efficient and effective service delivery.
- Provide oversight of departmental records management, evidence handling processes, and technology systems that support secure and accurate data management.
- Lead continuous improvement efforts to enhance service quality, operational efficiency, and community trust in policing services.



## Knowledge and Abilities

- Advanced understanding of municipal police operations, including crime prevention, investigations, patrol, evidence management, and the legal framework governing law enforcement.
- Ability to develop and implement effective policies, procedures, and training programs that ensure compliance, operational efficiency, and continuous improvement in policing practices.
- Strong analytical and problem-solving skills, with the ability to interpret data, assess complex public safety issues, and implement sound, legally compliant solutions.

## The Ideal Candidate

The ideal candidate will be a strategic, ethical, and community-minded leader with a strong record of progressive responsibility in municipal law enforcement. They will bring a steady, trustworthy presence and lead with integrity, sound judgment, and a genuine commitment to serving the community. Skilled in modern policing, the ideal candidate will balance traditional law enforcement values with current best practices in training, technology, accountability, and public safety service delivery.

The ideal candidate will be an approachable communicator who actively builds relationships and earns the respect of officers, City leadership, and residents. They will foster a culture of professionalism, fairness, and continuous improvement; mentoring staff at all levels, setting clear expectations, and ensuring consistency in performance, conduct, and accountability. The ideal candidate should value transparency, and be responsive to community concerns, and committed to strengthening trust between the department and the public.

Operationally, the ideal candidate will be a forward-thinking administrator with strong financial, managerial, and organizational skills. They will be comfortable overseeing complex operations, developing policy, managing budgets and resources, and leading collaborative efforts with other agencies, City departments, and community partners. The ideal candidate will be visible, engaged, and proactive; focused on delivering high-quality police services while ensuring a safe and welcoming community for all.

# Salary

The City of Taylor is offering a competitive salary range between \$160,000 - \$190,000, commensurate with experience and a comprehensive benefits package. Relocation assistance will be available for the successful out of area candidate.

# How to Apply

Interested applicants should forward a cover letter and resume to:

[resumes@affionpublic.com](mailto:resumes@affionpublic.com)

Reference: TAYLORPC

Affion Public  
PO Box 794  
Hershey, PA 17033  
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