



POLICE CHIEF
City of **Fort Worth, Texas**

Recruitment Services Provided By





The Opportunity

The City of Fort Worth, Texas is offering an exciting and unique opportunity to an experienced law enforcement executive who seeks to lead the Police Department of the nation's 12th largest city.

About Fort Worth

Fort Worth was once an essential stop on the legendary cattle drives from Texas to Kansas and home to cattle barons and oil wildcatters. Today's Fort Worth is a modern metropolis which seamlessly blends its cattle and oil heritages with a vast array of businesses, industries, and entertainment. Known for its commitment to preserving its history, Fort Worth proudly celebrates the famous Stockyards National Historic District, home to twice-a-day cattle drives, Billy Bob's Texas — the world's largest honky-tonk — and Mule Alley, formerly the horse and mule barns used during World War I and now home to restaurants, shops, western heritage brands, and creative workspaces. This ability to blend past and present with cow-boys and culture enables Fort Worth to successfully promote its culture of charm, expansiveness, and Texas hospitality.

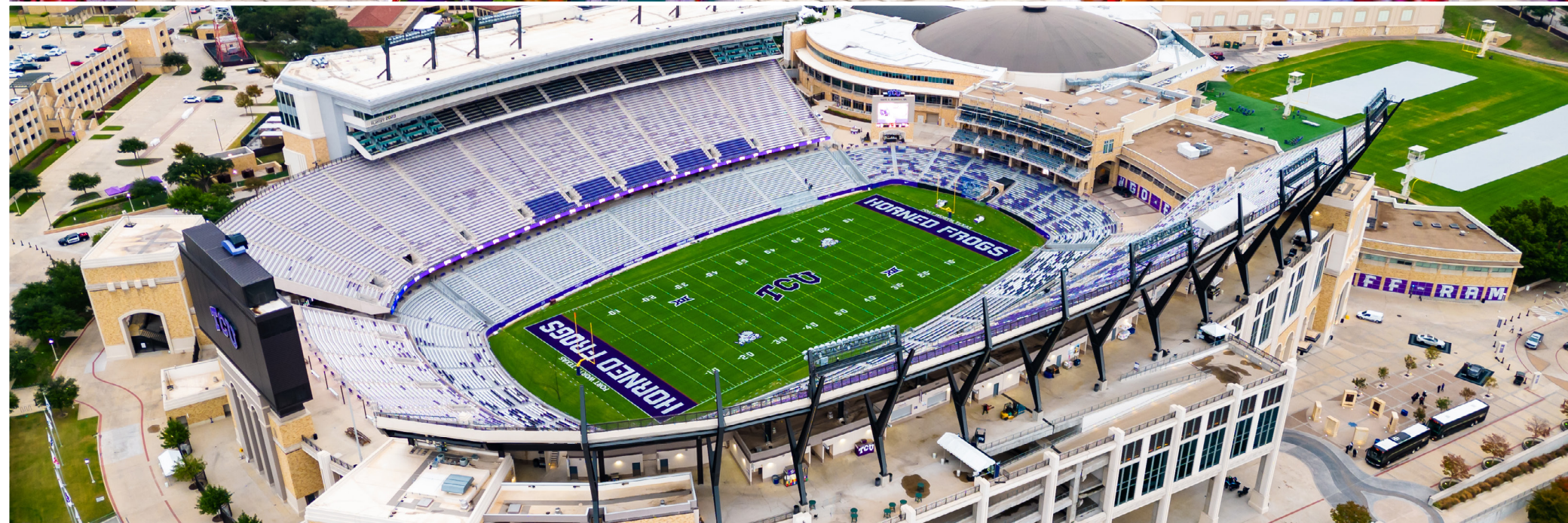
As the nation's 12th largest city and Texas' 4th largest city, with a population of approximately one million residents, Fort Worth is one of the fastest-growing major cities. Fort Worth's growth enables it to offer all the benefits and amenities of a bustling metropolitan community supported by a backdrop of small-town charm. Taken together, these factors keep the city unpretentious yet warmly welcoming and uniquely charismatic. Distinguished as one of the nation's major urban centers, Fort Worth has a rich history in arts and culture; it is also home to great neighborhoods, scenic terrain, and world-class entertainment and enrichment venues. When paired with world-leading opportunities for business, health services and education, Fort Worth is not only an enjoyable place to work, but it is also a fun place to visit and is an even more rewarding place to call home.



About Fort Worth

Fort Worth's proximity to Dallas/Fort Worth International Airport, located midway between the two cities, has enabled the city to become the base of operations for some of the best-known names in commerce and industry, including American Airlines, BNSF Railway, Lockheed Martin Tactical Aircraft Systems, and Bell Flight. Other significant employers include JPS Health Network, Naval Air Station Fort Worth Joint Reserve Base, Texas Health Resources, Alcon, the Fort Worth Independent School District, and both city and county governments. The transportation, healthcare, and manufacturing industries, as significant economic and employment drivers, have enabled Fort Worth to gain significant attention for its booming workforce growth.

Access to health care and education are important quality-of-life indicators; Fort Worth offers an abundance of both. The city lays claim to one of the finest medical communities in Texas including Cook Children's Health Care System, Baylor Scott & White All Saints Medical Center, Texas Health Harris Methodist Hospital, UT Southwestern, and others. Fort Worth's Texas Christian University (TCU), one of the state's most prestigious universities, offers more than 100 undergraduate majors. University of Texas at Arlington's Fort Worth Campus, Texas A&M School of Law, Texas Wesleyan University, Tarrant County College, and the UNT Health Science Center draw students from around the country and beyond, while Tarrant County College District serves the community across multiple campuses.





City Government

The City of Fort Worth operates under a council-manager form of government. The City Council consists of the mayor, who is elected at-large, and ten City Council members who represent single-member districts. The City Council adopts municipal ordinances and resolutions, makes proclamations, sets the tax rate, and approves the budget. Positions appointed by the City Council include the City Manager, City Secretary, City Attorney, and City Auditor. The City Council also appoints municipal court judges, City boards, and commissions members

The Fort Worth City Council's strategic vision priorities for enhancing the quality of life include economic development and community investment; infrastructure, responsible growth, and fiscal responsibility; and community safety.

Appointed by the City Council, a professional City Manager oversees the city's daily operations. The City Manager serves as the city's Chief Executive Officer responsible for implementing the City Council's policy directives and ensuring effective and efficient delivery of the range of Fort Worth's municipal services.

The Police Department

The Fort Worth Police Department was established over one month after the City's incorporation in March 1873. The department was initially short-lived due to early economic instability faced by the young city, but the Police Department's creation marked a crucial step in establishing public safety in Fort Worth. Reestablished in 1876, the Fort Worth Police Department began its journey toward becoming the modern organization it is currently. Today, the Fort Worth Police Department ranks among the nation's 20th largest police departments with a staff of 1,896 sworn police officers and 574 professional staff members. Consistent with its goal of improving the quality of life for those who live, work, or visit Fort Worth, the Police Department seeks to build upon existing relationships with stakeholders and works to forge new relationships. The Fort Worth Police Department relies on intelligence, data, technology, and proactive work to support its mission of safeguarding lives and property, reducing crime and the fear of crime, and enhancing public safety through community partnerships and trust, while upholding ethical standards and respecting the rights and dignity of all individuals.

The Fort Worth Police Department, a full-service public safety organization, is divided into three bureaus: Patrol, Support and Finance/Personnel, each of which operates under the direction of an assistant police chief. The Police Chief is responsible for providing strategic leadership, direction, and guidance for the Police Department's members. The Police Chief is supported by a senior staff of seven direct reports consisting of three assistant chiefs, two sergeants, a public information officer, and a senior administrative assistant. The Police Department's adopted budget allocation Fiscal Year 2025 is \$454.7 million.

The Fort Worth Police Department enjoys strong community support because of its active involvement with various homeowners and neighborhood associations, non-profit entities, business improvement districts, and faith-based organizations contained within the vibrantly diverse neighborhoods making up the city. The City of Fort Worth's overarching commitment to enhancing community safety is reflected in the many collaborative partnerships the Police Department has forged and actively nurtures in furtherance of its public safety mandate. The Police Department's commitment to active community engagement has resulted in what, for a large urban city, is a unique and mutually beneficial relationship.



\$ 454.7M
Operating Budget

2470FTE
Employees





The Position

The Police Chief is a valued member of the City of Fort Worth's executive leadership team. Working under the administrative direction of an Assistant City Manager, the Police Chief is responsible for the planning, organizing, staffing, directing, coordinating, reporting, and budgeting functions directly associated with leading the Police Department and its personnel in carrying out those activities related to the delivery of law enforcement services including patrol, investigations, traffic enforcement, training and recruitment, and community engagement. Other essential duties of the Police Chief include:

- Working effectively to build new and to nurture existing police-community partnerships with a broad cross-section of homeowner and neighborhood organizations, community-based organizations, faith-based organizations, business interests, and academic institutions, while actively identifying and implementing mechanisms to involve underrepresented groups and entities.
- Implementing crime prevention programs and crime response strategies which emphasize proactive approaches to reducing crime, with a focused effort on reducing violent crime, all supported by tangible results and practical actions.
- Ensuring an organizational culture that is compelling, supportive, and characterized by elevated levels of trust and accountability buttressed by a commitment to continuous improvement.
- Serving as an active, present, and engaged community leader while similarly participating as a member of the City's Executive Leadership Team, representing the Police Department to other departments, elected officials, outside agencies and the community; serving on a variety of boards, commissions, and committees.
- Supervising and preparing special studies, comprehensive reports, and staff reports contributing to the overall effectiveness and transparency of the police department's operations; making oral presentations, as required.

Challenges & Opportunities

The next Fort Worth Police Chief will have the opportunity to lead an organization which has been positioned for success by undertaking actions in the following areas:

- Addressing current and future staffing needs. Identifying and implementing contemporary recruitment methods while ensuring all staff receive sufficient professional development and training for future assignments and promotions.
- Working with existing and new stakeholders to aid in the crafting of responsive methods for addressing mental health responses and concerns relating to the unhoused.
- Further developing the Department's intelligence, technology, and data-driven policing efforts.
- Enhancing ongoing efforts to promote an organizational culture of fitness, wellness, and resiliency among the Department's personnel.





Ideal Candidate

The City of Fort Worth is seeking a highly ethical, professionally skilled, inspirational, and visionary leader to serve as its new Police Chief. The ideal candidate to serve as Fort Worth's next Police Chief will possess certain traits and experiences that will lead to success, including:

- Direct experience serving as a police chief or assistant police chief in a community and in a police department of comparable size, and operational complexity as Fort Worth.
- A demonstrated record of inclusive leadership, effective relationship building, cooperative collaboration, and active engagement both within and external to the Police Department.
- An elevated level of visibility, active presence, and transparent interactions both within the Police Department and in the community is vital.
- Top candidates will have proven experience working effectively to build strong and healthy labor-management relationships.
- The most successful candidate will have a proven ability to balance competing interests and priorities. The Police Chief will need to be a strong, authentic, and effective communicator who possesses a high degree of self-awareness, humility, and emotional intelligence with the proven ability to lead from the front while serving as a unifier capable of bringing out these qualities in others.

Qualifications

Any combination of equivalent experience and training that would provide the required knowledge, skills, and abilities may qualify. A typical way to obtain the requisite knowledge skills, and abilities would be:

Education:

- Graduation from an accredited university or college with a Bachelor's degree in criminal justice, Public or Business Administration, or a related field. Master's degree is preferred.
- Completion of at least one of the following is desired: FBI National Academy (FBI NA), Senior Management Institute for Police (SMIP), Southern Police Institute, Law Enforcement Management Institute of Texas (LEMIT), or other similar executive development coursework

Experience:

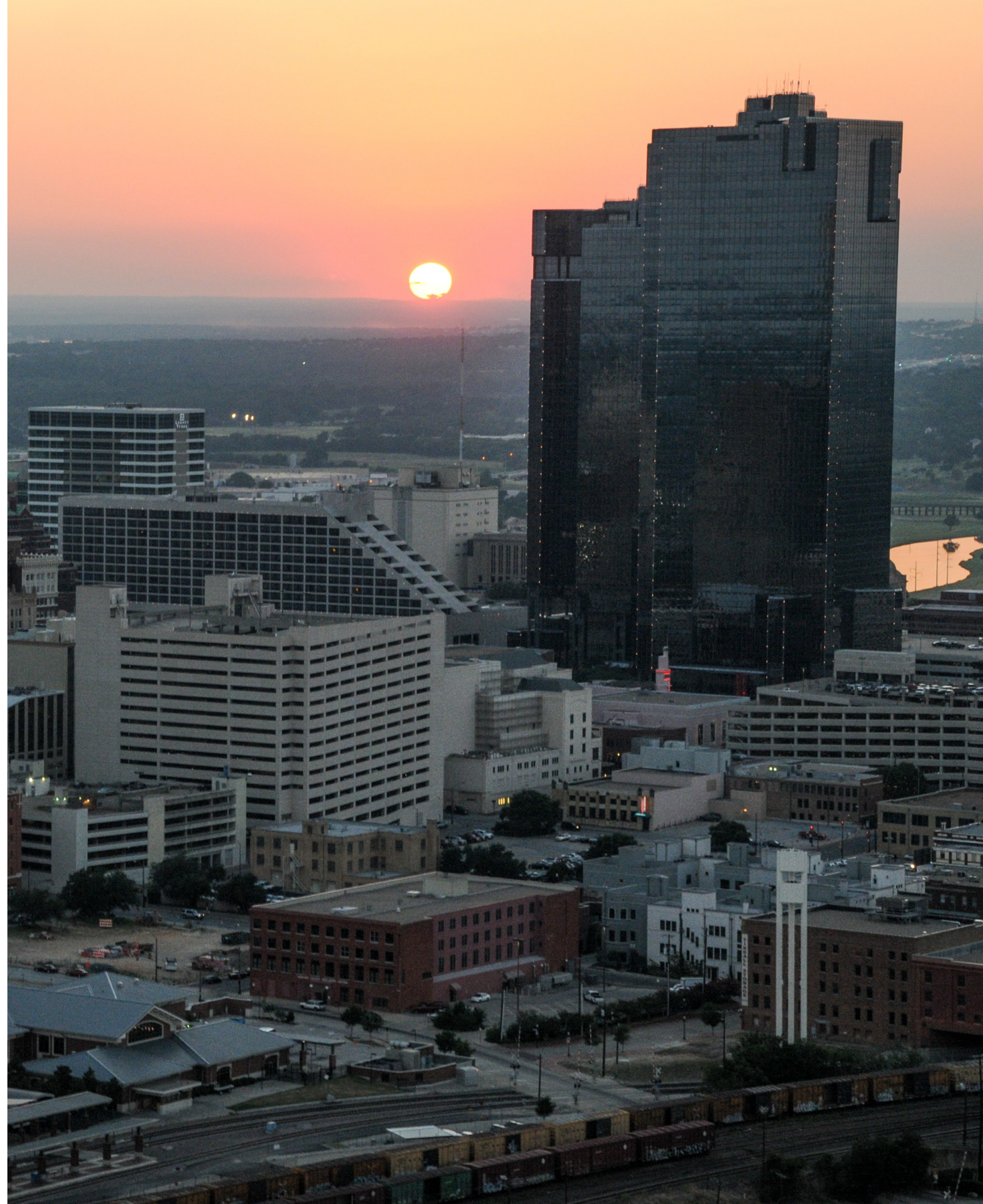
- Eight (8) years of increasingly responsible experience in municipal police work, including four (4) years of supervisory responsibility. All relevant experience must be from a comparably complex or larger size law enforcement agency.

Licenses & Certifications:

- Certification as a peace officer by the Texas Commission on Law Enforcement (TCOLE) is required or must be obtained within six months of employment. Valid certifications must be maintained throughout employment.
- Possession of a valid State of Texas Class C driver's license is required or must be obtained within 90 days of employment.

Additional Requirements:

- The selected candidate must pass all pre-employment screenings, including drug and alcohol screening, medical examination psychological assessment, a background investigation, an FBI criminal background fingerprint check, and other municipal or TCOLE requirements.





Salary & Benefits

The City of Fort Worth is offering an annual salary ranging from **\$225,000 to \$275,000** for this at-will position; commensurate with experience and qualifications.

In addition, the City provides a comprehensive benefits package that includes medical, dental, vision, life, and long-term disability insurance, a pension plan (Fort Worth Employees' Retirement Fund), and a 457 deferred compensation plan.

Partnering with Southwestern Health Resources, the city provides access to three employee health centers exclusive to Fort Worth employees, retirees, and their enrolled dependents.

Application & Selection Process

All qualified candidates are strongly encouraged to submit a compelling letter of interest and comprehensive résumé online before **Wednesday, June 4, 2025**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Chief Jacqueline "Jackie" Seabrooks (ret.)

Jackie@mosaicpublic.com | (916) 550-4100

Chief Bryan Noblett (ret.)

Bryan@mosaicpublic.com | (916) 550-4100

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of Texas. In accordance with public disclosure/open record laws, information submitted for consideration may be made available to the public upon request by interested parties.

The City of Fort Worth is an Equal Opportunity Employer

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