

# Police Chief Position Profile

## Brenham, Texas

The City of Brenham, Texas is seeking an experienced law enforcement professional to lead the Brenham Police Department as its next Chief of Police. Brenham is a full service community located midway between Houston and Austin on US 290.

### THE COMMUNITY

Brenham, the county seat of Washington County, the Birthplace of Texas, is proud of its heritage and history. The City was incorporated in 1858 and is always looking forward to its future. The City is proud of the role it plays as a leader in both the county and the region.

Brenham is located 70 miles northwest of Houston, 80 miles southeast of Austin and 35 miles south of College Station. It has a population of over 16,000 with a daytime population of over 42,000 due to local workforce, tourists and college students. According to the average daily count, over 40,000 vehicles travel through the city limits on US 290.

The quality of life in Brenham tops the list of why citizens stay here. It is a great place to live, work and raise a family. Brenham is proud of its historic downtown, beautiful parks and first class sports facilities. The city is home to the first public school district and first community college in Texas. Brenham ISD provides a strong educational foundation and works in partnership with Blinn College to prepare area youth for continued educational pursuits or workforce placement. The City partners with other governmental entities as well as the business community to ensure the citizens are provided with the services they need to succeed.

Brenham is one of a handful of municipalities that own and operate all utilities, including electric and gas, within the city limits. The Brenham Municipal Airport was dedicated in 1949 and now includes a 6,000 foot runway. The City has over 200 acres of parkland, including an aquatics center and sports complex, all of which average over 100,000 visitors a year. Tourism is a major industry for Brenham, with over 125,000 visitors coming to the area annually. The new police chief will find in Brenham a diverse and progressive hometown with the challenges that a thriving and growing community brings.

### THE CITY ORGANIZATION



The City of Brenham operates under a Home Rule Charter in a Council-City Manager form of government. The Council consists of a Mayor and six council members, four of whom are elected from wards, and three, including the Mayor, who are elected at large. The Council sets the policy for the operation of the government, and the City Manager, who is appointed by Council, administers those policies. The City Manager is responsible for the appointment and supervision of all department heads.

Public safety plays an important role in ensuring the community's quality of life and the City is committed to supporting that effort. The 25,000 square foot police facility was completed in 2009.

The City is not landlocked, which means future expansion is inevitable.

## THE POLICE DEPARTMENT

The Brenham Police Department is a Texas Best Practices recognized department through the Texas Police Chiefs' Association. The department works in partnership with the community in addressing problems that threaten safety, order and a high quality of life. The department is structured into three major divisions. They are Patrol, Criminal Investigation and Support Services.

The police department has officers specialized in bike patrol, tactical operations, hostage negotiations and has two K9 units. It should also be noted the department instituted a proactive street crimes unit called the Fusion Unit which conducts covert operations to apprehend habitual offenders.



The police department enjoys a strong, close relationship with the community. In fact, our Citizens on Patrol and Citizens Police Academy Alumni volunteer over 11,000 hours per year, assisting with traffic control, special events and other directive patrols. Brenham is known for its parades, festivals, walkathons and other activities. The volunteers assisted in over 100 events in this past calendar year. All volunteer services are coordinated by an administrative corporal (community services officer) who leads a civilian volunteer command staff.



Recently, the department divided the city into three districts to improve visibility and crime prevention. This geographical policing model has ensured that the police team is not just working harder, but smarter.

The department has forty full-time staff positions: 1 chief, 3 captains, 7 sergeants, 24 police officers and 5 civilian staff. The total operations budget for the department is over \$3.7 million; the total operations budget for animal services is over \$460,000

The employees of Animal Services are under the supervision of Support Services. The City completed the construction of a new facility, which is located next to the police facility. The facility was funded through a public-private partnership in which community members donated over \$1.1 million.

NOTE: The regional Emergency Communications Center is operated by Washington County as is the Jail. All jail services are provided by Washington County.



## **THE POSITION**

The position of Chief of Police is vacant following the resignation of the chief, and Chief Rusty Pancoast is serving as Chief of Police during this interim period.

The City is seeking an experienced law enforcement professional who has a successful track record of effective leadership and management of a modern police department. The police chief is a director level position in the City's municipal organization.

The Chief of Police develops, plans and directs the operations of the department in order to preserve public peace; to protect lives, property and the rights of the public; builds positive community relations; and enforces statutory laws and municipal ordinances.

## **THE CRITERIA**

The City prefers candidates who have broad experiences in all areas and levels of a police department and demonstrate a record of leadership:

- Knowledge of modern law enforcement principles, procedures, techniques and equipment.
- Knowledge of personnel management, employment law and their application in a police agency.
- Experience in the development of effective relationships between the police department and a diverse community.
- Experience in developing and maintaining positive relationships with other colleagues within the organization, city management and elected city officials.
- Ability and experience in problem solving, strategic planning, leadership and communication.
- An effective leader who can continue positive relations between the community, the police department and city leadership to maintain a common vision and team-oriented goals.
- A proved record of absolute integrity and fairness with a commitment to setting high standards for him/herself and the department.
- A proven ability to attract, retain, promote, develop and lead an effective workforce.

## **QUALIFICATIONS**

A bachelor's or master's degree from an accredited university in police science, law enforcement, criminal justice, public or business administration or a closely related field is preferred. In addition, candidates should have seven or more years of executive command level experience. Preferred advanced training in police command management program. Candidates must also possess a valid Texas drivers' license by the hire date and should have at least an advanced certification from the Texas Commission on Law Enforcement (TCOLE).

The salary is commensurate to the level of experience and qualifications. The City has a full benefits package.

## **HOW TO APPLY**

This position will remain open until filled. However, the first review of resumes and completed online applications will be February 16, 2018. Selected applicants will undergo a drug screen, extensive background check, including a criminal history, psychological testing, and a selection process. Interested candidates should submit their resumes to:

Susan Nienstedt, Human Resources Director

VOICE: 979.337.7512 FAX: 979.337.7513

Email: [snienstedt@cityofbrenham.org](mailto:snienstedt@cityofbrenham.org)

[www.cityofbrenham.org](http://www.cityofbrenham.org)

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