

About the City of Aledo

Nestled in the heart of Parker County, Aledo is a charming and rapidly growing city that blends small-town charm with modern amenities. With a population that values community, safety, and quality of life, Aledo is known for its strong sense of identity and commitment to fostering a welcoming environment for business and living. The city offers a unique mix of historical heritage and forward-thinking development, making it an attractive destination for families, businesses, and visitors alike.

As part of this commitment to growth and safety, Aledo is establishing its first-ever Public Safety Department, a milestone that reflects the city's proactive approach to meeting the needs of its expanding population. The new Public Safety Director will play a crucial role in shaping this department and ensuring that Aledo remains a safe and thriving community.

City Government

The City of Aledo operates under a council-manager form of government. The City Council enacts local legislation, adopts budgets, determines policies, and hires a professional City Manager to oversee the daily administration of government operations.

The Aledo City Council comprises six members: the mayor, elected at large, the mayor pro-tem, appointed by Council, and four council members. City councilmembers serve two-year terms with terms expiring on a staggered schedule.

About the Position

The City of Aledo is seeking an experienced and visionary leader to serve as our inaugural Public Safety Director. This critical role involves establishing and overseeing the Aledo Police Department and ensuring the effective delivery of public safety services throughout the city. Reporting directly to the City Manager, the Public Safety Director will be a key member of the City's Executive Leadership Team, playing a pivotal role in shaping the strategic direction of public safety in Aledo.

Key Responsibilities

- **Department Establishment**: Lead the development and implementation of the Aledo Police Department, including staffing, policies, procedures, and community engagement strategies.
- **Budget Management**: Develop and present the department's annual budget, manage resources effectively, and oversee grant funding.
- **Strategic Planning**: Engage in long-term planning to anticipate and address future public safety needs, consistent with the City's strategic goals.

- Community Engagement: Represent the City in public safety matters, working closely with citizens, law enforcement leaders, and other stakeholders to develop innovative policies and practices.
- Administrative Oversight: Oversee all administrative functions, including hiring, training, evaluation, and discipline of department personnel.
- Interagency Collaboration: Coordinate with local, county, and regional public safety agencies to address community needs and enhance service delivery.
- Technology and Equipment Management: Oversee the implementation and maintenance of department technology, vehicles, and equipment.
- Emergency Response: Provide leadership during emergency situations, ensuring effective incident management and resource allocation.

Qualifications

- Education: Bachelor's degree in Criminal Justice, Business Administration, or a related field from an accredited institution. TCOLE Licensed Peace Officer.
- Experience: At least ten (10) years of related law enforcement experience, including 7 years at a senior management or command level. Equivalent combinations of education and experience will also be considered.
- Skills: Strong leadership, strategic planning, and budget management skills. Ability to work collaboratively with diverse groups and communicate effectively.

The starting salary for the Aledo Public Safety Director is up to \$145,000 annually, depending on qualifications.

Why Aledo?

Joining the City of Aledo means being part of a team dedicated to community growth, safety, and innovation. This is an unparalleled opportunity to make a significant impact in a newly established department and contribute to the long-term success of our City.

The City offers competitive salaries and benefits for its employees. Our benefits program includes medical, dental, and vision insurance coverage at no cost for full-time staff. Dependent coverage is available at cost through payroll deductions. Other benefits the City offers eligible employees include AD&D insurance, flexible or health savings accounts, and the ICMA-457 plan. The City also participates in the Texas Municipal Retirement System (TMRS). The City provides thirteen (13) paid holidays for all full-time employees and one paid holiday each year for their birthday.

How to Apply

Interested candidates should submit a resume, cover letter, and official City application to the Assistant to the City Manager, Joshua Blubaugh, at jblubaugh@aledotx.gov.

Applications can be found here:

https://www.aledotx.gov/sites/g/files/vyhlf6511/f/uploads/employment_application_0.pdf