



City of Watauga, Texas

The City of Watauga is a vibrant community located in the heart of the Dallas-Fort Worth metroplex, just 12 miles north of downtown Fort Worth and 30 miles from the Dallas-Fort Worth International Airport. With a population of approximately 24,000 residents, Watauga spans a compact 4 square miles, offering a close-knit, family-friendly atmosphere with easy access to major metropolitan resources. The city is known for its quality of life, excellent public services, and commitment to community safety and well-being.

The history of Watauga dates to the 1840s, when its rich farmland attracted early settlers and fostered steady growth. The city was formally incorporated in 1958, marking the start of its transformation from a rural area to a thriving suburban community. Today, Watauga offers a harmonious blend of residential and commercial spaces and Watauga is home to several well-maintained parks, family recreation areas, and community facilities that support the needs of its diverse population.

The city operates under a home-rule charter with a Council-Manager form of government, where a seven-member City Council and a mayor, elected at large, guides Watauga's strategic direction. The Chief of Police is appointed by the City Manager and confirmed by the Council, reflecting Watauga's commitment to responsive and accountable public service.

Watauga is a full-service city that prioritizes safety, infrastructure, and community services. Key departments include:

- **City Manager's Office**
- **City Secretary's Office**
- **Finance**
- **Human Resources**
- **Information Technology**
- **Public Works**
- **Police**
- **Fire & Emergency Medical Services**
- **Library Services**
- **Parks & Community Services**



The City of Watauga has approximately 200 employees and an Operating budget of approximately \$75 million and a property tax rate of 0.5702. Watauga is committed to providing efficient and high-quality services to its residents. Public safety remains a top priority, supported by a proactive police force and modern emergency response systems.



The Police Department

The mission of the Watauga Police Department is to provide the highest quality police services while safeguarding individual liberties and building positive community relationships.



Watauga, Texas officially switched from a Department of Public Safety model to a standalone police department on October 1, 2008. This change separated police services from fire services which had previously been combined. The citizens of Watauga voted to adopt (Civil Service) Chapter 143 of the Texas Local Government Code on May 7, 2005. Additionally, the Watauga Police Department adopted Chapter 142 Meet and Confer on November 18, 2013.

The Watauga Police Department is dedicated to fostering a safe and peaceful environment for all residents. Through community partnerships, ethical standards, and dedicated service, the department seeks to uphold the trust and confidence of the public. The Police Department operates with a \$7.5 million budget and consists of approximately 38 sworn positions and 16 civilian staff, providing responsive patrol services, criminal investigations, and community outreach programs. The department maintains a low crime rate while averaging approximately 1,000 arrests and answering approximately 10,000 calls for service annually.

The department's core divisions include:

- **Patrol Division:** Responsible for general law enforcement, traffic control, and community patrol, staffed with shift supervisors and officers who work around the clock to ensure safety. The Patrol Division consists of 4 shifts including a Sergeant, Corporal and Officers working 12-hour shifts and one canine officer, as well as two Mental Health Peace Officer positions.
- **Criminal Investigations Division:** Focused on solving crimes, including property crimes, violent offenses, and narcotics cases, with specialized detectives trained to address these areas. The Criminal Investigation Division is budgeted for a Sergeant and three detectives work 10-hour shifts.
- **Support Services:** Encompassing Records, Property and Evidence, Professional Standards/training, and it includes one SRO, essential for a well-rounded public safety approach.
- **Environmental Services:** Animal Control and Code Enforcement supervised by an Administrative Sergeant.



The Watauga Police Department maintains a commitment to professional excellence and is recognized by the Texas Police Chiefs Association Foundation Best Practices Accreditation Program. Maintaining this “Accreditation Status” requires meeting rigorous standards and undergoing regular inspections to ensure ongoing compliance with best practices.

The Ideal Candidate

The City of Watauga is seeking an experienced and motivated leader to serve as the next Chief of Police. The ideal candidate will be a service-oriented, ethical professional who can effectively engage with both the department and the wider community. Key qualities include:

- A dedication to high ethical standards and accountability, serving as a role model for the department.
- Strong communication and interpersonal skills, with the ability to build trust within the community and across all levels of city government.
- An ability to foster teamwork and a positive department culture, encouraging collaboration and professional development among officers and staff.
- Proven experience in strategic planning and data-driven decision-making, with the ability to foresee and address emerging public safety trends.
- A commitment to diversity, equity, and inclusion in recruiting and retaining a workforce that reflects Watauga’s vibrant community.
- Budget management skills to efficiently allocate resources and identify cost-effective strategies.

Education and Experience

- **Bachelor’s degree** in Police Science, Criminal Justice or a related field required.
- At least **ten years** of progressively responsible work in law enforcement experience, with a minimum of **five years** in a senior command position or higher.
- Certification by the Texas Commission on Law Enforcement (TCOLE) at the Master level or its equivalent as determined by the commission.
- Experience with Local Government Code Chapter 143 Civil Service preferred.
- Completion of FBI National Academy or Command Management School of Institute for Law Enforcement Administration or Law Enforcement Management Institute preferred.

Compensation and Benefits

The salary range for this position is \$122,897 to \$153,621, based on experience and qualifications. The City of Watauga participates in the Texas Municipal Retirement



System, with a 7% employee contribution matched 2:1 by the City. Additional benefits include health, life, and dental insurance, paid vacation and sick leave, 13 Holidays, Work flex Program, Longevity, mobile phone allowance and a take home vehicle.

Application Process

To apply for the position of Police Chief, please complete the application at www.cowtx.org/jobs and include your resume for consideration of this position.

The applications will close on December 9 ,2024. The City of Watauga is an Equal Opportunity Employer.

