



Committed to our Residents, **O**rganizational Pride, **L**ead by Example, **E**xcellent Customer Service,
Making a Difference, **A**ccountable for our actions, **N**ever settle for less – We are **COLEMAN**

City of Coleman Chief of Police

Come Lead with Us in Coleman, Texas

The City of Coleman is seeking a visionary, servant-leader to serve as our next Chief of Police. Nestled in the heart of Texas and rich in western heritage, Coleman is a close-knit, scenic community of nearly 4,000 residents. With award-winning wineries, fine dining, five multipurpose lakes, and unmatched hunting and fishing, Coleman offers a blend of modern charm and classic Texas spirit.

We offer a high quality of life, excellent schools, vibrant small businesses, and an active citizenry committed to making Coleman a premier place to live, work, and play.

Governance and Leadership

Coleman operates as a home rule municipality under a Council-Manager form of government. A five-member City Council sets policy, adopts the annual budget and tax rate, and appoints key leadership including the City Manager, City Attorney, and Municipal Court Judge.

With a consolidated \$19 million annual budget, the City delivers a full suite of municipal services, including Public Safety, Public Works (Water, Wastewater, Electric, Sanitation, Streets, and Airport), Parks & Recreation, Development Services, and the Public Library.

Grounded in our Core Values—Commitment, Pride, Leadership, Service, Accountability, and Excellence—Coleman has made major strides in recent years. Recent Achievements include:

- Construction of a new Water Treatment Plant
- Modernization of fleet and equipment
- Street improvement projects
- Expansion of park facilities, including a new signature park

The City continues to successfully secure state and federal grants to fund capital improvements and long-term operational excellence.

Two Economic Development Corporations (Type A and Type B) actively support job creation, business retention, housing development, and strategic investment in our historic downtown district.

About the Police Department

The **Coleman Police Department** has 10 authorized positions within Patrol, Criminal Investigations, and Administration. The Chief of Police also oversees **Code Compliance** and **Animal Control**, reflecting a holistic approach to public safety and community well-being.

The FY 2025 departmental budget of **\$1.7 million** underscores the City's commitment to modern, effective law enforcement. Recent enhancements include:

- A new fleet of patrol vehicles
- Body-worn and dash camera systems
- Implementation of Copsync technology

All patrol officers are assigned take-home vehicles. The City offers:

- Competitive pay
- Certification pay
- Academy tuition reimbursement
- A fully funded **Police Cadet Program** (salary, benefits, and training costs covered)

Backed by a supportive City Council and Administration, the Coleman Police Department is well-positioned for growth, innovation, and meaningful community partnership.

The Role: Chief of Police

Reporting to the City Manager, the Chief of Police leads departmental operations, policy development, and strategic planning for Police, Code Compliance, and Animal Control services. This executive role blends administrative leadership with community engagement and emergency management.

The Ideal Candidate

Coleman seeks a progressive public safety leader with integrity, emotional intelligence, and operational expertise. The ideal candidate will:

- Embrace and model the City's Core Values
- Build and maintain community trust
- Champion officer development
- Promote transparency and accountability
- Foster a strong team culture

Essential Duties and Leadership Scope

Administrative and Strategic Leadership

- Manage all department functions and personnel
- Develop policies and operational procedures
- Oversee budget preparation, fiscal compliance, and reporting
- Lead hiring, promotions, and performance evaluations
- Ensure legal and personnel policy compliance
- Coordinate with the City Manager on programs and strategy

Operational Oversight

- Supervise day-to-day operations across divisions
- Address code compliance, nuisance abatement, and animal control
- Support emergency preparedness and response
- Review departmental reports, assignments, and outcomes
- Lead officer training and continuing education
- Maintain responsibility for evidence and occasional patrol support

Community & Intergovernmental Relations

- Represent the department at Council meetings and public forums
- Engage residents, schools, civic, and faith groups
- Build regional and interagency partnerships
- Participate in professional boards and associations

Accreditation & Compliance

- Guide efforts to achieve Texas Police Chiefs Association Recognition
- Ensure full legal and ethical compliance across all departmental functions

Education and Certification

- Bachelor's degree in Criminal Justice, or a related field (preferred)
- Texas Peace Officer Certification (Master eligible)
- Texas Police Chief Certification (required within 2 years)
- Advanced training: FBI Academy, LEMIT, or similar (preferred)

Experience

- 10+ years in law enforcement, including 5 years in a command role
- Demonstrated leadership in budgeting, grant management, and policy development
- Media and public relations experience
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Other Requirements

- Valid Texas Driver's License
- Completion of IS-100 through IS-800 within first year
- Residency within Coleman required within 6 months (unless waived by Council)

Skills and Attributes

- Strategic thinker and effective communicator
- Experienced in HR practices and performance management
- Builds cohesive teams through motivational leadership
- Collaborates across departments and agencies
- Values transparency, professionalism, and civic trust

Compensation and Benefits

At a Glance

- Salary: \$76,665 – \$95,744 (commensurate with experience)
- Retirement: TMRS 2:1 match, 7% employee contribution
- Insurance: Fully paid medical and life; optional dental/vision
- Incentives: Certification pay, take-home vehicle, cell phone
- Leave: 14 holidays, vacation/sick leave, 10 PTO days at hire
- Relocation: Moving expense reimbursement, housing allowance (up to 6 months)
- Development: Paid training and professional growth encouraged

In Coleman, we take pride in supporting those who lead and serve—offering not just a career, but a place to call home.

Application process

To Apply: Submit a cover letter, resume, and references to:

Email: personnel@cityofcolemantx.us

Mail: City of Coleman

Attn: Office of the City Secretary – COP

P.O. Box 592

Coleman, Texas 76834

Deadline: August 4, 2025 at 5:00 PM CST

Public Safety Solutions has been retained to assist with recruitment. The selection process includes interviews, reference checks, and a comprehensive background investigation. Finalists should be aware that under the Texas Public Information Act, submitted materials may be subject to disclosure.

The City of Coleman is an Equal Opportunity Employer. We strongly encourage applications from women, minorities, and all qualified individuals committed to public service and leadership.