



POLICE CHIEF

CITY OF LUBBOCK, TEXAS

EXECUTIVE
RECRUITMENT
PROVIDED BY





THE COMMUNITY

Lubbock, known as “The Hub City,” is situated at the center of the scenic South Plains, between the Permian Basin and Texas Panhandle. Lubbock covers more than 143 square miles and is easily accessible by major transportation thoroughfares I-27, US Highways 82, 84, and 87, and State Highway 114. The City is home to more than 267,000 residents who enjoy the area’s mild climate, beautiful sunsets, and a wide range of recreational and cultural amenities. Lubbock provides a high quality of life that combines art, leisure, and entertainment opportunities of a major metropolitan area with the friendly hospitality and charm of a small community.

Recent significant economic developments include the largest project in city history— a \$1 billion cheese plant from Leprino Foods that broke ground in June 2022 — a multi-million-dollar capital investment by Bayer Crop Science, an expansion of South Plains College into Downtown Lubbock, and funding support for career and technical education programs in area school districts. Lubbock is also home to one of the largest neighborhood redevelopments in the country. A private developer purchased 325 acres of land in the City’s North Overton neighborhood and cleared more than 900 structures for redevelopment. The massive urban renewal effort was completed in 2019.

Residents of Lubbock enjoy a wide variety of recreational and leisure opportunities. The City has a rich tradition of collegiate athletics featuring the Texas Tech University Red Raiders, who have year-round sporting events from hard-hitting Big XII football match-ups to action-packed basketball, baseball, volleyball, and soccer. There are nine golf courses in the area and numerous lakes and parks. The largest recreation area in the region, the 248-acre Mackenzie Park, features disc golf, a sculpture garden, and Prairie Dog Town. Beautiful Lake Alan Henry, situated on the South Fork of the Double Mountains Fork of the Brazos River, is about an hour south of Lubbock and offers fishing, skiing, camping, hunting, and hiking opportunities for outdoor enthusiasts.

“The Hub City” has much to offer residents culturally. Lubbock has long been recognized as a birthplace of original music, producing greats like Buddy Holly and the Crickets, Waylon Jennings, Mac Davis, Roy Orbison, Tanya Tucker, and The Maines Brothers Band. Today, Lubbock continues to launch some of the best musical talents around and is home to a diverse music scene, ranging from country and bluegrass to Tejano, classical, and rock. The City boasts a vibrant art scene with festivals, shows, performances, and exhibitions throughout the year.

From art galleries and museums, such as Broadway Contemporary Fine Arts Gallery, Louise Hopkins Underwood Center for the Arts, and the Museum of Texas Tech University, to theaters and performing arts spaces, like the Buddy Holly Hall of Performing Arts and Sciences, Cactus Theater, Depot Entertainment District, and Lone Star Amphitheater. The arts are thriving in this unique Texas community with Ballet Lubbock, Lubbock Symphony Orchestra and many others.



POPULATION
267,285



HIGHER EDUCATION
TEXAS TECH UNIVERSITY
TEXAS TECH HEALTH SCIENCES CENTER
WAYLAND BAPTIST UNIVERSITY
LUBBOCK CHRISTIAN UNIVERSITY
SOUTH PLAINS COLLEGE



MAJOR EMPLOYERS
TEXAS TECH UNIVERSITY
COVENANT HEALTH SYSTEM
LUBBOCK INDEPENDENT SCHOOL DISTRICT
UNITED SUPERMARKETS
UNIVERSITY MEDICAL CENTER



MEDIAN INCOME
\$58,734



AVERAGE HOME VALUE
\$198,113



It's Our City

RECENT ACCOLADES



#1 MID-SIZE CITY WITH THE SHORTEST COMMUTE TO WORK BY SAFECO INSURANCE



#4 AS BEST U.S. CITIES TO GET A JOB BY BUSINESS.COM



#15 ON THE 35 BEST CITIES FOR PEOPLE 35 AND UNDER BY VOCATIV.COM



#11 AMONG BEST CITIES FOR STUDENTS IN SMALL METROS BY THE AMERICAN INSTITUTE FOR ECONOMIC RESEARCH



THE BEST CITY FOR PROFESSIONAL WOMEN BY MOVOTO.COM



#10 BEST CITY FOR VETERANS, MOST RECESSION RECOVERED CITY, AND THE BEST RUN CITY IN AMERICA BY WALLETHUB.COM

THE ORGANIZATION

The City of Lubbock is a home rule city operating with a council-manager form of government. The City Council is comprised of the Mayor, elected at-large and serving a two-year term, and six City Council Members representing single-member districts and serving staggered four-year terms. The Municipal Court Judge is elected at-large and serves a four-year term.

The City Council appoints a professional City Manager responsible for leading the organization and managing the day-to-day operations. The City Council also appoints the City Attorney and City Secretary. All three appointed positions serve at the pleasure of the City Council.

The City offers a full array of municipal services provided by approximately 2,400 staff members and a 2023-24 budget of \$960 million, supported by an ad valorem tax rate of \$0.480164 per \$100 of assessed value. The City has been awarded the Government Finance Officers Association's Distinguished Budget Presentation Award more than 30 times.





ABOUT THE DEPARTMENT

Mission

Our mission is to proactively provide outstanding services in partnership with the community, and foster a safe environment that enhances the quality of life.

Values

Service – engaging the community by assisting people, especially those in crisis or in need of police assistance, emphasizing respect, honesty, and empathy

Accountability – obligation and willingness to accept and take responsibility for one’s actions, proactively and reactively, publicly and internally

Integrity – having strong principles, holding one’s self to the highest of standards, and choosing right actions even when no one is watching

Leadership – guiding and influencing people by word and example to accomplish shared goals and achieve excellence

Key Performance Measures

Crime Rate

Traffic Safety

Timely Service

Quality of Service

The LPD Chief and command staff are heavily involved in community events and partner with agencies and programs such as Coffee with a Cop, National Night Out, various town halls, Lubbock Law Enforcement Citizens Academy, Lubbock 101 Citizens Academy and United Way Programs. Community service and engagement is a core value of the Department. The Department is well supported by the community and by Lubbock’s leadership. The final project of a \$60 million investment in public safety facilities is currently under construction. The Department received three new Patrol Division Stations and a new Headquarters building through the same investment.

Over the last several years, LPD has taken a proactive approach to curbing crimes within Lubbock through the creation of several specialized units. A second Crime Suppression Unit was created to tackle the growing number of property crimes and other crime trends that may arise. The Metropolitan Special Crimes Unit is a partnership with the Lubbock County Sheriff’s Office to investigate violent crimes such as homicides.



ABOUT THE DEPARTMENT CONTINUED

The Texas Anti-Gang Center, a partnership formed with multiple law enforcement agencies in 2018, is aimed at stopping gang-related violence and crimes. Recognizing that jail is not always the solution when dealing with an individual going through a mental health issue, a full-time LPD Crisis Intervention Team was created in order to better serve the community. This specialized unit allows highly trained mental health peace officers to better handle situations where a mental health crisis may be occurring and to follow up and connect those individuals with helpful resources.

The Lubbock Police Department is governed by Texas Civil Service rules as defined by Texas Local Government Code Chapter 143. The department runs its own TCOLE Certified Basic Police Academy.

The department has a budget of \$90.1 million and is budgeted for 451 sworn officers and approximately 128 civilian employees.

ABOUT THE POSITION

Under the direction of the City Manager, the Police Chief position entails planning, organizing, and directing the police department's activities related to maintaining law and order, preventing crime, protecting life and property, regulating traffic, apprehending law violators, and maintaining police records. This role involves determining and implementing policies for personnel in various areas, such as public relations, law enforcement, vice control, traffic control, patrol, and inspection of police-enforced licenses. The Police Chief is also expected to cooperate with other law enforcement agencies and regularly engage with City officials, civic groups, and citizens to address law enforcement concerns.

In addition to these responsibilities, the position requires expertise in writing and updating policies and demonstrating a commitment to maintaining current and effective protocols within the department. The Police Chief is also expected to be dedicated to providing a comprehensive training program in the academy as well as in-service, emphasizing continuous learning and skill development among the police force.

As an effective communicator, the local Police Chief is adept at managing change, ensuring seamless transitions, and fostering a positive work environment. Furthermore, the position requires expertise in and a strong commitment to data-driven policing, utilizing analytics to inform decision-making and enhance overall law enforcement strategies.

The Police Chief is responsible for implementing crime prevention programs and strategies to proactively address and reduce crime rates within the community. Additionally, the position requires the ability to convert City and Community support into tangible results, aligning public backing with practical actions that result in a reduction in crime. This involves active engagement with City officials, civic groups, and citizens to address law enforcement concerns and collaboratively develop regulatory ordinances and laws that prioritize public safety.

Beyond operational aspects, the Police Chief oversees the preparation and administration of departmental budgets, determines personnel policies and training requirements, and manages appointments, promotions, dismissals, and disciplinary actions within the department. The Chief also supervises special studies and the preparation of comprehensive reports, contributing to the overall effectiveness and transparency of the police department's operations.

OPPORTUNITIES

Public Safety Improvement Project

The City of Lubbock recently programmed a \$60 million investment in public safety facilities. The Department has recently opened three patrol division stations and a new headquarters building. The final project in this investment is a new Property Warehouse and Crime Lab facility, which is currently under construction.

Recruitment

Due to Lubbock's steady growth, the department will continue efforts to recruit, hire, and train sufficient quality police personnel to fill any new positions that are added and fill vacated positions.

Community Policing

The department will enhance and improve Lubbock's community policing focus.

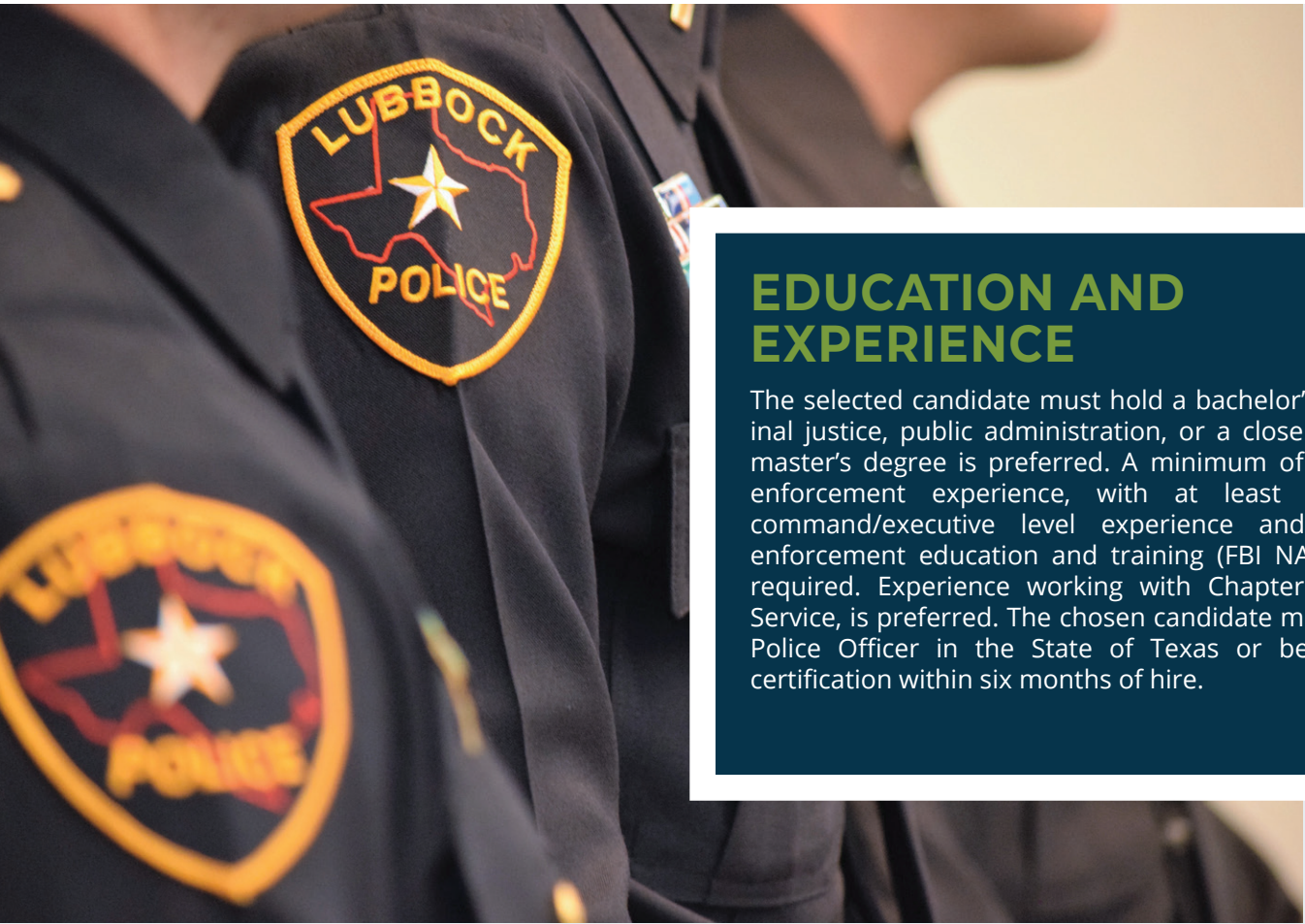


IDEAL CANDIDATE

The City of Lubbock is recruiting a highly ethical, experienced, and visionary leader to serve as its new Police Chief. The ideal candidate will understand the importance of the Police Department working in partnership with the City's executive team to deliver exceptional service for the community. The new Chief will support and advocate the community policing philosophy and will have a demonstrated record of working in partnership with the community. A candidate who understands the importance of Lubbock's community policing philosophy and pursues innovative solutions to problems will be successful.

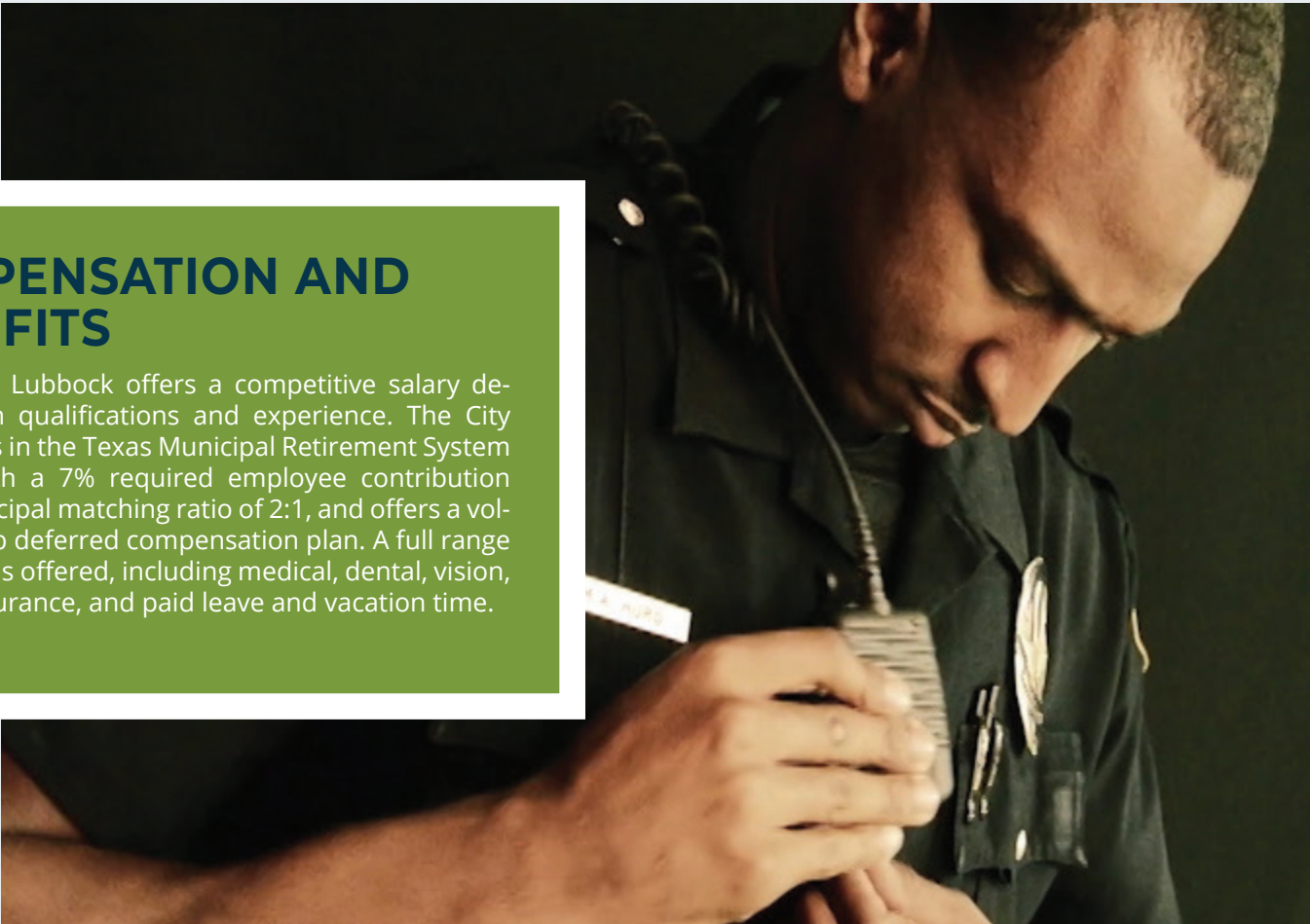
The chosen candidate will be an open and transparent leader who communicates in an engaging manner with any group or audience. A demonstrated record of effective, open, and transparent interactions with the media is essential. It will be important for the Chief to be visible both with Police Department personnel and with the community. The City seeks a Chief who will take a leadership role in promoting cooperation and collaboration throughout the regional law enforcement and criminal justice community, as well as various institutions of higher education in Lubbock. The successful candidate will be committed to engaging with City leadership, especially the Public Safety Team (Police/Fire/OEM), to ensure the citizens of Lubbock are receiving the highest quality of service possible. A successful candidate will demonstrate experience with data-driven policing and using analytics to best deploy Department resources to the benefit and safety of the community.

An authentic leader with strong interpersonal skills, the new Police Chief will be dedicated to increasing employee engagement in the LPD. The Chief should have an inclusive management style and will encourage a collaborative environment with high standards that includes both sworn and non-sworn personnel. The selected Police Chief will be a leader who has a record of leading efforts to recruit, hire, and train quality police officers who represent the Lubbock community, and who will serve as a strong role model for staff and foster a culture of accountability.



EDUCATION AND EXPERIENCE

The selected candidate must hold a bachelor's degree in criminal justice, public administration, or a closely related field; a master's degree is preferred. A minimum of 15 years of law enforcement experience, with at least three years of command/executive level experience and advanced law enforcement education and training (FBI NA, SMIP, etc.) are required. Experience working with Chapter 143, State Civil Service, is preferred. The chosen candidate must be a Certified Police Officer in the State of Texas or be able to obtain certification within six months of hire.



COMPENSATION AND BENEFITS

The City of Lubbock offers a competitive salary depending on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS), with a 7% required employee contribution and a municipal matching ratio of 2:1, and offers a voluntary 457b deferred compensation plan. A full range of benefits is offered, including medical, dental, vision, and life insurance, and paid leave and vacation time.



APPLICATION PROCESS

[Please apply online](#)

For more information on this position contact:

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(817) 239-2930



The City of Lubbock is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Lubbock
ci.lubbock.tx.us

Lubbock Police Department
ci.lubbock.tx.us/departments/police-department

Lubbock Chamber of Commerce
lubbockchamber.com

Lubbock Economic Development Alliance
lubbockeda.org

