



# POLICE CHIEF

*Terrell, Texas*

EXECUTIVE  
RECRUITMENT  
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# THE COMMUNITY

The City of Terrell, with a diverse population of nearly 20,000 and a trade area population of over 250,000, is located 30 miles east of Dallas along Interstate 20 and U.S. Highway 80. Residents of Terrell enjoy a small-town atmosphere with convenient access to all the amenities the Dallas-Fort Worth metro area has to offer.

Founded in 1873 by surveyor Robert Terrell and incorporated in 1875, the town was a source of fresh water for travelers and the railroad. Terrell continues to serve as a regional hub for trade and transportation in Kaufman County and beyond. With more than 14,000 jobs, the community is a vital part of the regional economy and has a daytime population of about 50,000.

Terrell embodies the definition of a true community. City and county governments meet regularly with the school district, Chamber of Commerce, Economic Development Corporation, businesses, and nonprofits to share information and work together to formulate joint strategies for success. This dynamic team approach has led Terrell to receive numerous awards for economic development and community planning.

Terrell is experiencing tremendous growth and development. With the opening of the first Buc-ee's in North Texas in 2015, Terrell realized the first construction of over 50,000 square feet within the largest single rural Tax Increment Financing District in Texas. The community has seen more than 300,000 square feet of retail and food service outlets at the junction of US-80 and I-20 since, with additional growth in the planning stages. The City expects to see substantial commercial/retail and residential development over the next decade.



## Mission

To create pride by serving the community in a proactive manner and to enhance the quality of life through providing the highest level of services in the most efficient manner.

### THE COMMUNITY *continued*

Residents of Terrell enjoy a high quality of life with access to abundant recreational offerings. The City's beautiful park system provides venues for a variety of activities and is home to many youth and adult sports associations. The City's excellent swimming pool and stocked fishing pond provide hours of outdoor fun and relaxation for all ages. Terrell's ideal location offers residents easy access to the amenities of the Dallas metroplex, including cultural enrichment, professional sports, entertainment, and shopping, while still enjoying a sense of place in a community with a hometown feel.

Terrell is a destination for visitors throughout the region. The No. 1 British Flying Training School Museum highlights Terrell's unique role in World War II, while the Terrell Heritage Museum provides educational exhibits focused on the community's history. The Terrell Alliance for Education and the Arts sponsors cultural events throughout the year, including the outstanding E! Terrell entertainment series.

Visitors and residents alike enjoy family-friendly annual events, including the Terrell FreedomFest and the Terrell Heritage Jubilee, and shoppers flock in to take advantage of the many offerings of Terrell's shopping centers and the unique businesses in the historic downtown district.

Terrell considers education a priority, and the Terrell Independent School District offers quality education to approximately 4,800 students. For those seeking higher education close to home, Terrell is home to Southwestern Christian College and the fastest-growing campus in the Trinity Valley Community College system. The community's commitment to education is complemented by the presence of a well-supported public library that has been in existence for more than 100 years.

The average household income in Terrell is around \$67,000, and homes in the community have a median listing price of just under \$299,000.

## Vision

Terrell, grounded by its legacy as an authentic community, is positioning itself to be a regional and relevant destination while offering residents a range of sustainable lifestyle choices.



# GOVERNANCE AND ORGANIZATION

Terrell is a home-rule city operating under the council-manager form of government. The City Council consists of the mayor, elected at-large, and four City Council members representing single-member districts serving two-year, staggered terms. The City Council appoints a professional city manager responsible for the organization's day-to-day operations; Mike Sims has been with the City since 2008 and was promoted to its top job in 2019.

The City employs about 215 staff members who deliver a full range of municipal services, and Terrell's FY 2023-2024 General Fund budget of approximately \$42 million includes an ad valorem tax rate of \$0.7642 per \$100 of valuation. The FY 2023-2024 budget included funding for two TCLOSE certified officers in the Police Department.

## STRATEGIC GOALS

The Terrell City Council established six goals in their 2017 Comprehensive Plan, including:



### 1. Community Integrity:

Preserve Terrell's small-town heritage and cultural diversity that makes the community unique; respond to community housing and employment needs with balance and transparency.



### 2. Vibrant Downtown:

Become the vibrant destination of choice for historic downtown living, shopping, working, and entertainment.



### 3. Regional Medical Center:

Become the regional destination of choice for doctors, medical facilities, health sciences, research, and medical services education.



### 4. Youth Sports and Recreation Tourism:

Become the destination of choice for parks, youth recreation, and youth sports tournaments.



### 5. Quality Investment:

Develop a strategy for public-private partnerships; to promote business development in Terrell by encouraging employers to provide high-wage jobs; and to promote the construction or remodeling of high-value homes.



### 6. New Urban Center:

Develop the IH 20 corridor with retail, entertainment, and destination uses connecting DFW and East Texas.

# ABOUT THE DEPARTMENT

The Terrell Police Department is a professional organization dedicated to protecting life and property, preventing crime, enforcing the law, and preserving peace through efficient and effective law enforcement services.

With a budget of \$9.754 million this year, the department is working to improve customer service, professionalism, and morale agency wide. Highlights from this year's budget include funding for two additional sworn officers, competitive salary increases for sworn officers, 911 operators, and other civilian staff, support for the Synaptic IT project operating the police facility and municipal jail, funding for a citywide Flock license plate-reading camera system and for Axon in-car and body-worn cameras as well as tasers, increases in police operational fleet take-home vehicles, and more.

In addition to Administration, Animal Control, the Criminal Investigation Division, Dispatch/Communications, Internal Affairs, Narcotics, the Patrol Division, Property Release & Information, and the Municipal Jail/Detention Center, the department also manages a chaplain program and Citizens Police Academy.



## DEPARTMENT PHILOSOPHY

Professional and responsible, aggressive law enforcement is a philosophy that promotes a proactive approach to reducing crime and enhancing public safety. This aggressive stance against crime carries with it the responsibility to safeguard individual rights and liberties upon which our country was founded while utilizing all lawful means available to carry out our core mission — reducing crime, improving the quality of life, and working with our citizens to make our community safe.

## TERRELL POLICE DEPARTMENT MISSION

To protect lives and property, safeguard individual rights and liberties, reduce crime, and increase safety by providing quality customer service and professional and responsibly aggressive law enforcement services in partnership with our community.



## STATEMENT OF QUALITY

The Terrell Police Department is an organization comprised of people of integrity committed to providing total quality police service to its community in a responsible, aggressive manner.

We will forge a partnership with the community based on mutual trust, confidence, commitment, and communication to maintain and improve the quality of life and promote the safety and welfare of our citizens.

The Terrell Police Department exists to meet the City's objectives for the safety and well-being of its residents. In the continuing pursuit of quality, we are guided by the following core values:

- ◆ **Respect:** We value human life, safety, and dignity and commit to treating all human beings with the utmost respect, compassion, and concern.
- ◆ **Integrity:** We value ethical conduct - and are driven by our professional values and a firm commitment to public trust - which we are unwilling to compromise on the performance of our duty.
- ◆ **Professionalism:** By our conduct, goals, intent, character, and standards we shall vigilantly seek to constantly improve our ability to safeguard citizen rights, preserve peace, protect life, and instill a deep respect for the law.
- ◆ **Diversity:** We value diversity and commit to nurturing a welcoming environment of inclusion, in which we recognize the unique skills, knowledge, abilities, and backgrounds of all people as our strength.
- ◆ **Collaboration:** We value teamwork and commit to cooperative goal achievement through active collaboration and partnerships with the community and with one another.
- ◆ **Problem-Solving:** We value partnering with citizens to identify and impact the causes of problems within the community that contribute to the incidence of crime.

# ABOUT THE POSITION

Under the guidance of the City Manager, the Chief of Police is responsible for the leadership, strategic direction, and overall management of the Terrell Police Department. This position oversees law enforcement field and staff operations and ensures public safety while developing and implementing policies, managing departmental budgets, and coordinating with other city departments and external agencies.

As part of providing visionary leadership that promotes a culture of excellence, integrity, and accountability, the chief develops and implements strategic plans, policies, and procedures; oversees the planning, coordination, and execution of crime prevention, investigation, and community policing operations; and manages staff members' training and development opportunities. The role also ensures the efficient and effective operation of emergency dispatch, jail operations, and Animal Control.



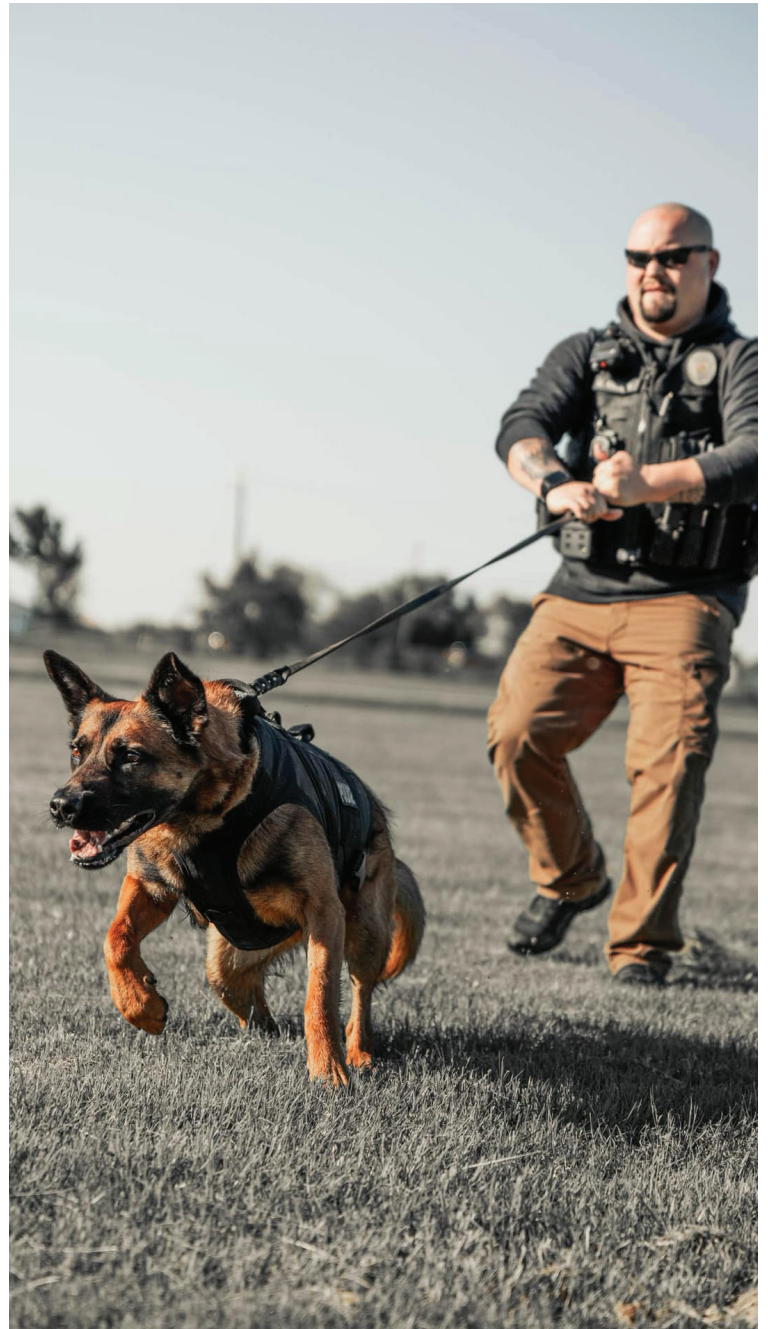
The Chief of Police is tasked with fostering community relations and promoting trust and transparency between TPD and the public through community outreach programs and collaborations with area leaders, organizations, and stakeholders. The new hire will also be asked to work closely with other city departments, law enforcement agencies, and emergency services to ensure coordinated responses to public safety incidents and to represent the department at city meetings, public forums, and other events. Other essential duties include:

- ◆ Directing the development and maintenance of systems, records, and legal documents that provide for the proper evaluation, control, and documentation of police department operations and performance.
- ◆ Monitoring crime trends and developing strategies to address public safety issues.
- ◆ Handling grievances and maintaining departmental discipline and conduct.
- ◆ Attending City Council meetings, court proceedings, seminars, workshops, and professional organizations meetings as needed.
- ◆ Preparing presentations, training, statistical analyses, meeting agenda items, and management-level reports.
- ◆ Following up on service requests from the City Manager, City Council, and other City departments.

# OPPORTUNITIES AND CHALLENGES

Terrell's new Chief of Police will join a department with a strong organizational culture of accountability, reliability, professionalism, and citizen engagement. In addition to bolstering that culture, the selected candidate will enjoy a variety of opportunities and challenges in the years ahead, including:

- ◆ **Growth:** As Terrell continues to see growth in its population, employment base, and retail outlets, the Police Department must continually update its operational and organizational plans to respond to new and changing needs.
- ◆ **Continuous Improvement:** The City Council envisions Terrell city staff as the most diligent, trusted, and respected City team in the Eastern Metroplex. In leading the department, the new hire will want to take a continuous improvement approach to Terrell's policing, regularly assessing and improving programs, policies, protocols, strategies, and customer service.
- ◆ **Recruitment & Retention:** Departments nationwide are struggling to fill their ranks. The next chief will need to focus on recruiting, training, and retaining a diverse workforce that adds to the city's exceptional culture and meets the community's high service expectations.
- ◆ **Quality & Innovation:** The selected candidate will continue the department's implementation of cutting-edge technologies in every facet of operations, expand its fleet of quality vehicles, and ensure robust training for modern, tactically wise police methods and procedures.
- ◆ **Succession Planning:** Tasked with mentoring the next generation of officers and department leaders, the new chief will be asked to continue and expand TPD's training and leadership programs, investing in officers and other team members to grow their skills and opportunities.





# IDEAL CANDIDATE

The City of Terrell is seeking a seasoned leader and natural team builder with a servant's heart to serve as its next Chief of Police.

Candidates should value community engagement and have the knowledge, skills, and abilities to lead a proactive police department, ensuring the safety and well-being of a diverse community. City leadership is searching for wisdom and experience in the next chief, preferably with a proven record of success in a similarly sized city. This includes extensive knowledge of modern police administration and law enforcement methods, local, state, and federal criminal codes, and the use of police records, paired with exceptional communication, interpersonal, and problem-solving skills. The ability to make sound decisions under pressure and handle complex situations with tact and diplomacy is essential.

Building relationships with internal staff and external customers will be vital to the success of the selected candidate. The right fit for this role will offer flexibility and adaptability, especially during times of change, and understand how to listen to a mix of perspectives and find common ground. They will effectively manage and direct the work of department personnel, maintaining discipline and promoting positive morale. And they will have the analytical skills to appropriately assess local crime problems and develop effective methods to address them.

A natural leader, the ideal candidate is an efficient and effective manager eager to apply the latest technology, equipment, de-escalation techniques, and training strategies and to represent Terrell to other governmental jurisdictions, civic leaders, and community groups. Understanding the mental health aspects of field encounters will be crucial, as will experience managing a civil service organization, animal control services, and jail operations.

## EDUCATION AND EXPERIENCE

This position requires a bachelor's degree from an accredited college or university with major coursework in criminal justice, public administration, or a related field, with a master's degree preferred. Candidates should also have ten (10) years of progressively responsible law enforcement experience, including at least five (5) years in a leadership role.

A master's level Peace Officer License issued by the Texas Commission on Law Enforcement and a valid Texas driver's license are also required. Graduation from an advanced leadership development program such as the FBI National Academy, Law Enforcement Management Institute of Texas or Senior Management Institute for Police is preferred.

Any combination of education, experience, and training that would provide the candidate with the required knowledge and skills for this position may be considered.

Please note that the successful candidate will be asked to reside in the City limits or within a short drive from the City limits to facilitate operations during emergencies or other unexpected situations.

# COMPENSATION AND BENEFITS

The City of Terrell offers a competitive salary depending on qualifications, education, and experience, with the midpoint for this position set at \$151,340. The City participates in the Texas Municipal Retirement System at a 7% employee deposit rate with a municipal matching ratio of 2:1, and supplemental ICMA and Mission Square retirement plans are available.

The organization also offers a wide range of benefits, including a group insurance package (health, dental, long-term disability, and life) paid by the City; 12 paid holidays; generous sick, vacation, and emergency leave; tuition reimbursement; longevity pay; and an Employee Assistance Program.

# APPLICATION PROCESS

[Please apply online](#)

For more information on this position contact:

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361-813-8599



*The City of Terrell is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check and drug screen.*

# RESOURCES

**Terrell, Texas**  
<https://www.cityofterrell.org/>

**Terrell Economic Development**  
[terrelltexasedc.com](http://terrelltexasedc.com)

**Police Department**  
[cityofterrell.org/838/Police-Department](http://cityofterrell.org/838/Police-Department)

**Terrell Chamber of Commerce**  
[terrelltexas.com](http://terrelltexas.com)

**Terrell ISD**  
[terrellisd.org](http://terrellisd.org)

**Kaufman County**  
[kaufmancounty.net](http://kaufmancounty.net)



**Terrell Social Media**

