



POLICE CHIEF

CITY OF PILOT POINT, TEXAS

EXECUTIVE
RECRUITMENT
PROVIDED BY





THE COMMUNITY

Stretched across 3.4 square miles of Denton and Grayson counties in the gentle rolling hills north of Dallas, Pilot Point is a vibrant and growing community brimming with history, culture, and natural beauty. Strategically located along Hwy. 377, just 12 miles north of Hwy. 380, the historic town boasting a population of just over 5,000 people is about 45 minutes from Dallas/Fort Worth International and Dallas Love Field airports, placing it within easy reach of major urban centers while retaining its serene, small-town charm.

From early Native American settlements, western settlers, cattle drives, and stage routes to historic homes and buildings, Pilot Point is living history. The oldest settlement in Denton County, dating back over 150 years, the town was originally a landmark known as Pilot's Point for the tall cottonwood tree that guided travelers through the area. It has since evolved from a vital outpost on pioneer trails and a stop along the Texas and Pacific Railroad to a thriving modern community.

The spirit of Pilot Point is captured in its active community calendar, featuring events like Bonnie & Clyde Days, celebrating the town's role in the iconic 1967 film, and traditional festivities like Christmas on the Square, Easter egg hunts, and farmers markets throughout the spring. The town square, a destination for boutique finds and local eateries listed on the National Register of Historic Places since 2007, is a hub of continuous activity.

Just east of the 30,000-acre Lake Ray Roberts, Pilot Point offers endless opportunities for outdoor enthusiasts. In addition to being an ideal spot for fishing, hiking, boating, and swimming, the state park features a 20-mile greenbelt trail system connecting the Ray Roberts Dam to Lake Lewisville, perfect for those who enjoy biking and horseback riding. Other popular stops for outdoor entertainment include Christie's Golf Ranch, the 126-acre Sharkarosa Wildlife Ranch, and pick-your-own-bouquet fun at the Texas Tulips farm. With over 25,000 horses on 300 ranches calling Denton County home, the Pilot Point/Whitesboro area also serves as the northern starting point for the North Texas Horse Country Tour. Those who prefer their fun indoors are invited to step back in time at the Clifton and Nadene Irick Museum, grab tickets to the latest Garage Door Theatre production staged within the historic Pilot Point Community Opera House, or raise a glass at the Western Son Distillery.

Pilot Point's small-town quality of life is complemented by the educational opportunities that Pilot Point ISD offers. The TEA-recognized school district boasts a low student-to-teacher ratio and a reputation for excellence in athletics. Those seeking higher education have regional options like the University of North Texas, Texas Woman's University, Collin County Community College, Dallas Baptist University, Southern Methodist University, and the University of Texas at Arlington.

Proximity to Dallas and some of North Texas' largest suburbs also means access to some of the best acute and trauma care hospitals in the state: Baylor Scot & White Medical Center - Frisco, Medical Center Denton Hospital, Texas Health Plano, Medical City Children's Hospital, and Parkland Health.

The median household income of Pilot Point is \$68,676, and median home prices were about \$381,000 during the summer of 2024.



Pointing the Way since 1845

Vision

Point Me Home to:

- Friendly people working together to create a safe, welcoming community.
- A diverse community with excellent educational and artistic opportunities.
- Engaged businesses investing back into the community, building strength and resilience in the economy.
- A community committed to protecting our rich tradition and heritage while building on a firm foundation for our compelling future.

Guiding Principles:

- Choose Friendliness
- Cultivate Community Engaged Businesses
- Leverage Pilot Points Set of Facts



GOVERNANCE & ORGANIZATION

Pilot Point operates under a council-manager governance model featuring a mayor and six City Council members elected at-large to three-year terms without limits. In addition to setting the vision for the community, considering legislation, and approving the annual budget, the City Council appoints the City Judge and City Secretary as well as the City Manager, who oversees daily operations.

Britt M. Lusk has served as the community's City Manager for four years and provides direction and support to a Fiscal Year 2025-proposed 94 employees. The organization's roughly \$10 million General Fund budget is based partly on an ad valorem tax rate of \$0.586126 per \$100 in taxable valuation.

STRATEGIC GOALS

Goal 1: Population and Housing — Create a diverse and unique community that provides multiple housing options

- Retain and attract a diverse population
- Maintain and improve Historic Neighborhoods
- Housing considerations made based on a diverse and changing demographic

Goal 2: Natural Resources and Environment — Preserve and promote natural resources

- Preserve agriculture, open space, trees, and floodplains to ensure continued rural feel and way of life

Goal 3: Land Use — Preserve positive aspects of community, promote efficient and resilient growth

- Promote a vibrant, lively downtown with a mix of uses
- Maintain a compact community pattern and promote efficiency in circulation and public services
- Cultivate an attitude of regional thinking for land use planning
- Provide a variety of housing types within the city and the ETJ
- Create areas for future large economic opportunities

Goal 4: Transportation — Connectivity

- Make Connections between Pilot Point, Lake Ray Roberts, and the future Dallas North Tollway Phase A&B
- Ensure the Compatibility of thoroughfares with adjacent land uses
- Maximize the safety of existing and future streets and circulation patterns in and around the Town
- Provide transportation alternatives
- Create a livable and walkable place

Goal 5: Economic Development — Revitalize Historic Downtown, connecting the City with area attractions and incubating and encouraging new businesses

- Provide design guidelines for downtown
- Manage the downtown square
- Market the Square
- Expand the special events within the square
- Stabilize and attract business
- Promote entrepreneurship
- Attract visitors coming to Lake Ray Roberts and the State Park to Pilot Point
- Recruit business
- Market the Quality of Life
- Foster retail potential

ABOUT THE DEPARTMENT

At the heart of Pilot Point stands a symbol of safety, trust, and commitment: the Pilot Point Police Department. With unwavering dedication and a profound sense of duty — working with an annual budget of approximately \$2.47 million — the department's 15 employees stand as guardians of a vibrant community, ensuring its peace, security, unity, and prosperity.

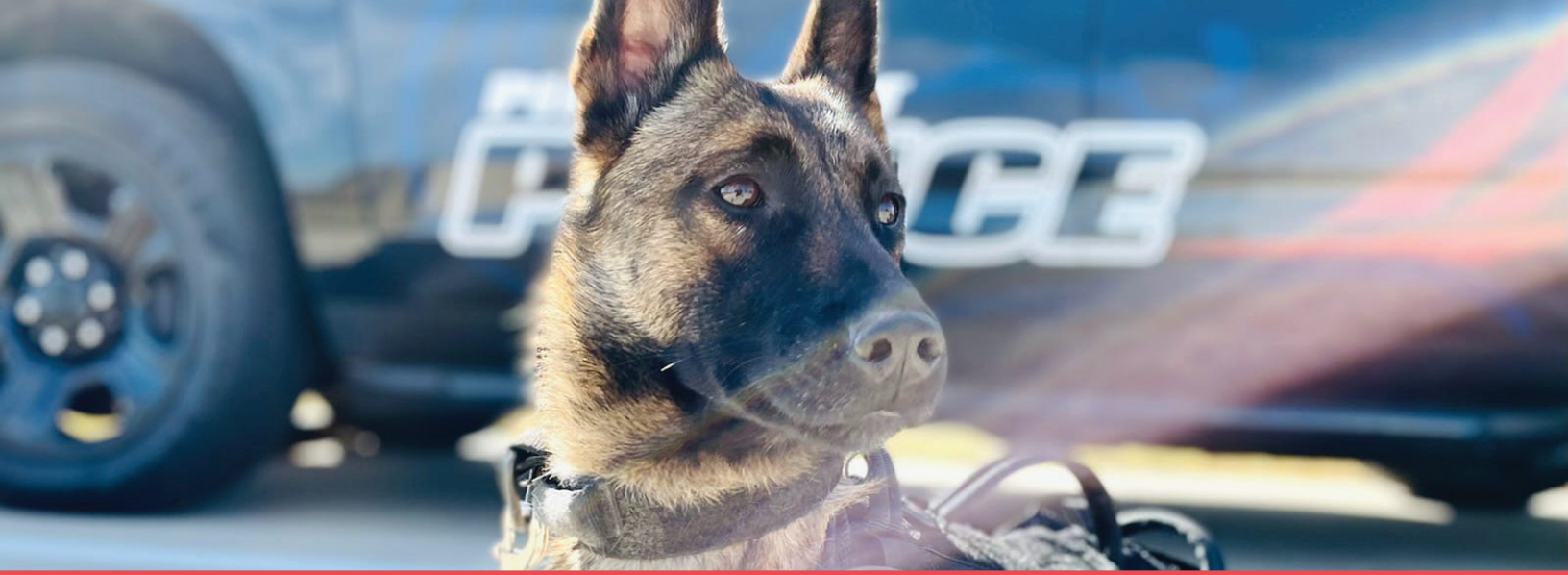
- **Dedicated Officers:** Pilot Point Police comprises dedicated officers who exemplify the highest standards of professionalism and integrity. Each officer is carefully selected, rigorously trained, and equipped with the skills necessary to handle a diverse range of situations. The department's commitment to ongoing education ensures that officers remain at the forefront of modern law enforcement techniques, enabling them to effectively address evolving challenges.
- **Community Collaboration:** PPPD firmly believes that safety is a collective effort, and its strong ties to the community reflect this belief. The department fosters an atmosphere of trust and mutual understanding through open communication, community outreach programs, and collaborative initiatives. By working hand-in-hand with residents, businesses, and organizations, officers create a powerful network that strengthens the very fabric of the town.
- **A Safe Tomorrow, Today:** As the department looks to the future, officers remain resolute in ensuring Pilot Point's safety and security. With a combination of traditional values and innovative strategies, they continue to adapt to the changing landscape of law enforcement, always seeking new ways to serve the community better.



The mission of the Pilot Point Police Department is simply:
Our Fundamental Duty Is To Serve.

Our primary responsibility and core commitment is to provide service to the community. This includes ensuring safety, upholding the law, and supporting the well-being of the people we serve. Our focus is on fulfilling this duty with dedication, professionalism, and a commitment to the highest standards of public service.





ABOUT THE POSITION

Pilot Point's Police Chief plans, directs, and reviews the activities and operations of the department, overseeing crime prevention, investigation, emergency communications, and other law enforcement activities; coordinating assigned activities with other City departments and outside agencies; and providing highly responsible and complex administrative support to the City Manager. Other essential functions include:

- Managing the development and implementation of Police Department goals, objectives, policies, procedures, and priorities, establishing appropriate service and staffing levels within City policy, and allocating resources accordingly.
- Continuously monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures, identifying opportunities for improvements, and implementing changes.
- Explaining and justifying Police Department programs, policies, and activities and negotiating and resolving sensitive, significant, and controversial issues.
- Managing and participating in the development and administration of the Police Department budget, including forecasting funds needed for staffing, equipment, materials, and supplies.
- Selecting, training, motivating, and evaluating Police Department personnel.
- Directing and coordinating community-oriented problem-solving efforts related to the department's Community Oriented Policing program.
- Assisting patrol officers at the scene of a crime when necessary.
- Responding to citizen inquiries, resolving difficult and sensitive complaints, and developing media policies.
- Maintaining knowledge of applicable laws and statutes, pending legislation, and best practices and conducting research to address new issues and their impacts.
- Performing departmental public relations activities, including speaking to schools, churches, and other civic organizations.
- Addressing issues related to the municipality and facilitating problem resolution as a leadership team member.

OPPORTUNITIES & CHALLENGES

The most recent Police Chief left the department after a brief, two-year tenure, leaving several long-term projects unfinished and morale among the team in need of a boost. Recognizing the need for strong leadership, the City Manager appointed an experienced interim police chief focused on stabilizing the department, providing guidance, addressing the department's short-term challenges, and instilling confidence in the community.

The next chief should be prepared to build relationships within the organization and beyond, building foundations upon which to build long-term success for the department. Goals established in the upcoming fiscal year's proposed budget include expanding police-community relations through proactive policing techniques and expanding programming to recruit and retain highly qualified employees. The new hire will also be asked to develop a three-year strategic plan for the expansion of policing services through 2027.



IDEAL CANDIDATE

The City of Pilot Point is searching for a servant leader to bring long-term stability, leadership, and vision to the Pilot Point Police Department, ushering the team through an era of significant community growth. The ideal candidate is a strategic, progressive, and collaborative leader with a robust background in police administration, operations, and community engagement. They should demonstrate a commitment to 21st-century policing principles, emphasizing transparency and diversity.

City leaders desire a chief ready to become a long-term, integral part of the community, driving positive change and ensuring public safety. This position demands a professional who can balance administrative duties with active community engagement, fostering a secure and supportive environment for all residents.

This role requires a hands-on leader and effective communicator who can adeptly represent the department across diverse settings — from professional meetings to community gatherings. The new chief will be expected to guide the department through the accreditation process and manage the complexities associated with a growing community. They should also have a strong track record in community policing, fostering trust and cooperation among residents.

Candidates should hold extensive knowledge of law enforcement principles, including crime prevention, investigation, and emergency operations. Familiarity with municipal budgeting, personnel management, and federal, state, and local regulations is crucial. Additionally, they should be skilled in strategic planning, resource allocation, and staff development, equipped to ensure the department operates efficiently and effectively in alignment with City Council's vision and residents' expectations.

EDUCATION & EXPERIENCE

This position requires a bachelor's degree from an accredited college or university with major coursework in police science, public or business administration, or a related field and/or training received from LEMIT, ILEA, the FBI National Academy, or a similar advanced program.

Candidates should also have eight years of progressively responsible experience in law enforcement, including five years in an administrative/executive capacity. Experience with community-oriented policing is preferred. The selected candidate must hold a valid Texas Peace Officer License throughout their tenure, though the advanced or master level is preferred, as well as a valid Texas driver's license.

While residency within the city limits is not required, the new hire will need to establish residency within 30 minutes of the community to ensure quick access during emergencies.





COMPENSATION & BENEFITS

Pilot Point is offering a salary range of \$120,000 to \$145,000, depending on experience and qualifications. The City’s comprehensive benefits package includes medical, dental, vision, life, and short- and long-term disability insurance, health and dependent care flexible spending accounts, sick and vacation leave, and an employee assistance program.

The City participates in the Texas Municipal Retirement System, featuring a mandatory 7% employee contribution and 2:1 employer match, and offers an optional 457b deferred compensation plan.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Charles Kimble, Senior Vice President
CharlesKimble@governmentresource.com
910-261-6681



The City of Pilot Point, Texas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Pilot Point
pilotpointtx.gov

Pilot Point Police Department
pilotpointtx.gov/170/Police-Department

Pilot Point Economic Development
pilotpointtx.gov/248/Municipal-Development-District

Visit Pilot Point
visitpilotpoint.org

Pilot Point Chamber of Commerce
pilotpoint.org

