



CHIEF OF POLICE

Fairview, Texas



POLICING WITH EMPATHY

OUR COMMUNITY

Incorporated in 1958, the Town of Fairview is a gem nestled within a thriving Metroplex.

The town encompasses just under 9 square miles and includes a flourishing commercial district with extensive shopping and dining options, master-planned neighborhoods and sprawling multi-acre homesites surrounded by intentionally preserved natural features.

Fairview maintains a unique country flavor with a focus on measured growth and a balanced tax base. As a result, its nearly 11,000 residents enjoy an enviable blend of big-city amenities and unspoiled open spaces.

Home to several sought-after senior communities, the average age of Fairview residents skews upward compared to other North Texas cities. Educational attainment and household income are also higher than average.

Independent review site SafeWise has ranked Fairview as the fifth safest city in the entire state of Texas, placing it at the top of the list among all North Texas municipalities east of Interstate 35E. The ranking is based on FBI crime data.



LIVING HERE



Fairview is a certified Platinum Scenic City, has been recognized by the Arbor Day Foundation as a Tree City USA and is a Keep Texas Beautiful affiliate.



Fairview offers everything from apartment communities to ranch living. The **MEDIAN HOME VALUE** in Fairview in 2022 was \$848,015.

Two of the largest comprehensive **HEALTHCARE** systems in North Texas have campuses less than two miles from Fairview. Texas Health - Allen is just south of Fairview, and Medical City McKinney sits across the northern border of town.

Fairview is served by two **SCHOOL DISTRICTS**:

MCKINNEY ISD is one of only 433 school districts in the U.S. and Canada and one of only 22 school districts in Texas named to the 7th annual College Board AP District Honor Roll for increasing student enrollment in AP Courses will at the same time increasing scores on AP exams.

LOVEJOY ISD is ranked in the top 1 percent for academic performance among school districts in Texas with an enrollment of at least 1,200 students.

VISION



MISSION



Vision

Fairview, a premier place to live and work with a unique and vibrant quality of life.

Mission

Fairview:

- Promotes high-quality economic and community development
- Embraces the natural features of the community
- Maintains open community communication
- Delivers efficient, quality municipal services with a professional, well-trained work force, for the benefit of residents, businesses and visitors

Focus Areas

Infrastructure, Public Safety, Economic and Community Development, Community Engagement and Fiscal Responsibility

Core Values

Integrity, Caring, Responsive, Innovation, Trust, Excellence

GOVERNANCE AND ORGANIZATION

The Town of Fairview operates under a council-manager form of government. The council is comprised of a mayor plus six members elected at-large. Members are volunteers who are elected for two-year terms, with half the council up for re-election every year. Members are limited to three successive terms.

The town manager serves as the chief administrator, ensuring the council's policies are carried out.

ABOUT THE POSITION



Under administrative direction of the Town Manager, the Police Chief directs and coordinates Police Department activities and employees, including field operations, investigations, support services and administration and ensures compliance with state and federal laws and Town policies and procedures. The Police Chief oversees a department of 19 full-time officers and a budget of \$3.1 million. The department currently only consists of sworn officers; dispatch and jail services are provided by the Collin County Sheriff's Office.

Essential functions of the Police Chief include:

- Providing leadership, direction and guidance in Police Department strategies and priorities; evaluating Town needs, determining law enforcement requirements and goals, and assuring that citizens receive the highest quality of police services.
- Developing Police Department staff, prioritizing the staff's growth and well-being while ensuring they can effectively serve and protect the community.
 - Training and education: Invest in ongoing training and education programs to keep staff updated with the latest law enforcement practices, technologies, and community engagement techniques.
 - Leadership Development: Identify potential leaders within the department and provide them with opportunities for leadership development. Strong leadership is crucial for fostering a positive work environment and building trust with the community.
 - Mental Health Support: Policing can be a highly stressful profession, so offering mental health support services and resources is essential to help officers cope with the challenges they face on the job.
 - Performance Feedback: Provide regular feedback to help the staff understand their progress and encourage continuous growth.
 - Recognition: Acknowledge and celebrate outstanding performance and contributions, boosting morale and motivation among staff.
- Police Department operations; coordinating Department operations within the Town, and assuring program objectives and standards are defined, attained, communicated, and congruent with the overall goals of the Town.

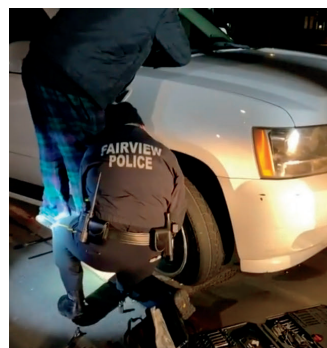


MORE ABOUT THE POSITION



- Developing and directing strategies to meet Town goals and objectives; interpreting concerns, defining desired results, developing solutions, determining scope and priorities of programs and special projects; developing and managing budget and expenditures.
- Directing the activities of the Police Department officers and staff; planning, prioritizing, and assigning tasks and projects; instructing and training staff, monitoring work, developing staff skills, and evaluating performance; analyzing workload trends and implementing staffing and assignment adjustments.
- Meeting regularly with staff to discuss and resolve workload and technical issues; developing goals and priorities; monitoring operations to identify and resolve problems.
- Assuring compliance to Police Department policies and general orders; investigating, resolving, and mediating administrative, inter-agency, and operational inquiries and complaints; negotiating and resolving sensitive, significant, and controversial issues.
- Evaluating Department operations and activities, and recommending changes and improvements to existing programs, priorities, policies, and procedures.
- Directing coordination with Federal, state, and local law enforcement organizations, Town departments, outside organizations, and businesses; managing community relations and resolving community issues; preparing and presenting reports for internal and external audiences.
- Reviewing trends in law enforcement operations and implementing procedural improvements.
- Maintaining the integrity, professionalism, values, and goals of the Department by assuring that all rules and regulations are followed, and that accountability and public trust are preserved.
- Performing other duties as assigned or required.

The new Police Chief will need to address several opportunities and challenges that will require inspired leadership, collaboration and creative problem solving. These include enhancing relationship with partner agencies, developing and implementing improved programs to recruit, train and retain qualified personnel and obtaining accreditation through the Texas Police Chief's Association.





IDEAL CANDIDATE

Protecting our community is the Fairview Police Department's top priority. It is the Police Department's mission, to provide Fairview residents, business clientele, and visitors with a genuine sense of safety through presence, collaboration, crime prevention, enforcement, and personal assistance. Our goal is to fulfill the mission by selecting superior quality individuals and providing them with excellent training, equipment, and guidance that exemplifies competence, friendliness, and fairness.

The ideal Police Chief candidate will be the driving force behind strategic planning, policy implementation, and resource management to ensure the efficient and effective functioning of the department. The Police Chief will provide visionary leadership that will guide our officers to uphold the highest standards of professional conduct while being responsive to the evolving needs of the community.

It is important that the next Police Chief have skill in the following:

- Leading a police department to inspire and motivate officers and set clear goals.
- Thinking strategically to develop short- and long-term strategies to address crime and community concerns effectively.
- Analyzing Police Department issues, evaluating alternatives, and making logical recommendations based on findings.
- Developing policies to stay abreast of changes in laws and regulations and ensuring the department operates within the legal guidelines and respects civil rights.
- Assuming command level responsibilities and making appropriate decisions, while assuring compliance with Department goals and objectives.
- Interpreting laws and regulations and working effectively under stressful conditions.
- Establishing and maintaining cooperative working relationships with Town employees, other criminal justice agencies and the public.
- Exercising controlled discretion and mediating difficult situations.
- Assessing and prioritizing multiple tasks, projects and demands.
- Budgeting and resource management, ensuring efficient allocation of resources to support essential operations, equipment, training, and personnel needs. Operating a personal computer utilizing a variety of business software and adapting to an ever-changing field of new technology
- Effective communication, both verbal and written, is essential to interact with officers, community members, and government officials.

COMPENSATION



The hiring compensation range for this position is

\$130,962 to \$163,702, depending on qualifications and experience.

The Town of Fairview offers a comprehensive benefits package, including medical, dental, vision and life insurance, and generous paid-time-off policies. The Town participates in the Texas Municipal Retirement system, featuring a 7% employee contribution and a 2:1 employer match, and offers a voluntary deferred-compensation plan. This position is also offered a Town-provided vehicle.

REQUIRED EDUCATION, EXPERIENCE AND CERTIFICATION

- Bachelor's degree in Criminal Justice, Public or Business Administration
- Minimum of seven (7) years command-level law enforcement experience
- Must have Texas Commission on Law Enforcement (TCOLE) Intermediate certification or equivalent certification from another state with the ability to obtain TCOLE Intermediate certification within 3 months of employment. TCOLE Master certification is preferred.
- Equivalent combination of education, training and experience may be considered.

APPLICATION PROCESS

Please apply online using the link in the QR code below.



Questions?

Contact Director of Human Resources Whitney Casey

wcasey@fairviewtexas.org

972-886-4226