



MISSOURI CITY, TEXAS
CHIEF OF POLICE

MGT

MISSOURI CITY, TEXAS CHIEF OF POLICE



Missouri City, Texas is seeking a Chief of Police with a passion to make a difference by leading an outstanding police department to their next level of excellence. The next Chief of Police must be a dynamic leader who is involved in all areas of the community and police department.

Missouri City with a population of 74,850 is a growing city that is strategically located with a rich Texas history. Located adjacent to Houston, Missouri City is primarily in Fort Bend County, though

a portion of the city is in Harris County. Missouri City is approximately 30 square miles with extra-territorial jurisdiction of an additional 24 square miles and is bordered by Sugar Land to the west and Arcola to the southeast.

CITY GOVERNMENT

The Mayor and City Council are responsible for policy functions under the City's Home Rule Charter adopted in 1974. Due to the passing of Charter Proposition E at the May 1, 2021, Special Charter Election, the Mayor and two Council Members are elected at large every three years in even-numbered years. The four Council Members elected by district are elected every three years in odd-numbered years. The Mayor is entitled to vote on all issues before the Council and has no veto authority. Missouri City operates under the Council-Manager form of government. Under the provisions of the Charter, the City Council appoints the City Manager, City Secretary and City Attorney. The City Manager is responsible for all day-to-day operations and oversight of the City's departments and staff. As a result of the May 1, 2021, Special Charter Election, Charter Proposition C passed by the residents which clarified that the City Manager must obtain the City Council's advice and consent to appoint, suspend or remove all or any one of the City's department directors. The City has a \$131 million all funds total budget and is a full-service city with approximately 400 full-time employees including police, fire, public works, economic development, finance, human resources, innovation and technology, parks and recreation, development services. The City has numerous municipal utility districts (MUDs) that it closely works with to provide water and sewer utilities inside the city boundaries and in the city's extraterritorial jurisdiction.



THE COMMUNITY

COMMUNITY PROFILE

Missouri City, Texas known as the "Show Me" city, has a population of 74,850 and is conveniently situated 20 miles southwest of downtown Houston. The city covers 30 square miles and is easily accessible by major transportation thoroughfares including US 90A, Beltway 8 (Sam Houston Tollway), Fort Bend Toll Road, and State Highway 6. Most of the city is in Fort Bend County, with a small portion in Harris County. Missouri City is a short drive from both major Houston airports and less than 60 miles from Galveston.

Since being incorporated in 1956, Missouri City has seen tremendous economic growth. Major employers include Niagara Bottling Company, Warren Alloy Valve & Fitting Company, Southwest Electronic Energy, LT Foods USA, Flair Flexible Packaging, Ben E. Keith Food, and Twin Star Bakery. Currently, Missouri City is experiencing significant growth and industrial/warehouse development along US 90A and Beltway 8. The City's newest industrial park, Lakeview Business Park, is a 168-acre business park that is projected to include over 20 buildings when the park is fully built out. A new Amazon fulfillment center opened last year, creating over 500 new full-time jobs with leading pay and comprehensive benefits.

Missouri City is recognized nationally as one of the Safest Cities in America by Congressional Quarterly and one of the Best Places to Live in America by CNN/Money magazine. In addition, a 2012 Rice University report indicated that Missouri City surpassed Houston as the region's most diverse city. Respected nationwide for its high-quality development requirements, Missouri City is designated a "Scenic" City by Scenic Texas. This is a program that honors cities excelling in fostering a sense of pride in their communities by utilizing strict ordinances and regulations. The Missouri City area's recent upscale, master-planned residential developments included Lake Olympia, south of Quail Valley, Sienna, south of State Highway 6, and portions of Riverstone. Residents of Missouri City enjoy a high quality of life that combines the advantages of a major/metropolitan area with the comfortable atmosphere of a smaller community.



Missouri City has 21 parks totaling 515 acres and a state-of-the-art Recreation and Tennis Center that houses a cardio and weight room, gymnasium, batting cages, multi-purpose rooms, locker rooms, and tennis courts. The City also owns and manages the Quail Valley Golf Course and City Centre, which is home to two (2) 18-hole golf courses, a restaurant, pro shop, and meeting facilities. Furthermore, Missouri City is proud of its one-of-a-kind recreational opportunity in Texas - the Edible Arbor Trail. One can enjoy its 2½ miles of walking/biking trails while enjoying the fruits and nuts from the trees and bushes.

Missouri City is served by two public school districts: Fort Bend ISD and Houston ISD. There are also seven private schools available within Missouri City.

There are eight community colleges within 50 miles of Missouri City, with the closest being the newly constructed Houston Community College campus next door to Missouri City Hall. Additionally, Houston is home to numerous colleges and universities including the University of Houston, Rice University, Texas Southern University, Houston Baptist University, and the University of St. Thomas. With easy access to Texas Medical Center and other Houston facilities, Fort Bend County is home to some of the most progressive health care networks in the region. Nearby hospitals include Houston Methodist Sugar Land Hospital, St. Luke's Sugar Land Hospital, Texas Children's Health Center, Memorial Hermann Southwest, and Memorial Hermann Sugar Land.

CITY'S CORE VALUES

Vision: "To be known and recognized as a superior municipal organization."

Mission: "To deliver superior customer service to all members of our diverse community."

Code of Ideals: "Outlines the organization's commitment to providing an enhanced level of service, professionalism, innovation, respect, integrity and teamwork."

MISSOURI CITY AT A GLANCE

(City Data 2021-CD)

Population: **74,850** (CD)

Households: **25,235** (point2homes)

Land Area: **30** square miles

Median Home Value: **\$273,300** (CD)

Median Household Income: **\$81,451** (CD)

Property Tax Rate: **\$0.60 per \$100** of assessed value. Demographics: (Source: U.S. Census Bureau 5-year Annual Community Survey Results)

COMMUNITY DEMOGRAPHICS

(City Data)

Black or African American **41%**

White **19.6%**

Asian **18.9%**

Hispanic or Latino **17.8%**

American Indian or Alaska native **0%**

Native Hawaiian or other Pacific Islander **0%**

Two or more races **2.8%**

Other race **0.5%**

Educational Level: Approximately **91.3%** of Missouri City residents over 25 have attained a high school diploma or more while **44.2%** have a bachelor's degree. (Census.gov)

Median Age: **40.3** (2020 Data USA)

ABOUT THE POLICE DEPARTMENT

As one of the largest cities in the Houston metropolitan area, we are a dynamic, diverse, and progressive community. The City of Missouri City Police Department is committed to preventing crime, achieving high performance operations, and enhancing community-policing programs. The Department emphasizes open and honest communication with citizens to align the work of the Department with the spirit of this great city, one of cooperation and collaboration. MCPD is the first Law Enforcement agency in Texas to receive accreditation through the International Board of Credentialing and Education Standards as a Certified Autism Center.

The department challenges each member of the organization to establish positive partnerships with all stakeholders to help improve the quality of life here. How well the Department meets that daily challenge is paramount to the success of the City of Missouri City being the best place to live, work, play and shop in the country.

The Missouri City Police Department is authorized to have 135 full-time sworn and 35 non-sworn personnel. The department consists of 1 Chief, 1 Assistant Chief, 4 Captains, 4 Lieutenants, 13 sergeants, 16 Investigators, 2 Criminalists, 1 Radio Systems Manager, and 68 officers. For Fiscal Year 2025 an additional 2 police officers and a sergeant position have been approved.

STRATEGIC LEADERSHIP & ACCOUNTABILITY DIVISION

The Strategic Leadership & Accountability Division of the MCPD is comprised of nine (9) sworn positions and two (2) civilian employees. The sworn positions are the Chief of Police, one Assistant Chief, four Captains, one Lieutenant, one Administrative Sergeant, one Training Sergeant and one Community Resource Officer. The two (2) civilian employees are the Office Manager and the Program Coordinator.

The Chief and Assistant Chief provide executive leadership and oversight to the entire department. This division is under the supervision of a Captain and oversees the department's training program, human resources, recruiting, crime prevention, grants, professional standards, community programs and research. Planning, research, and accreditation include management of a written policy & procedures and the online training system for the Department. This division maintains compliance with nationally recognized accreditation standards and organizes



presentations of annual award ceremonies and memorial services. Administration also collaborates with the Fire Department to manage and deliver the Citizen's Police & Fire Academy.

SUPPORT SERVICES DIVISION

The Support Services Division (SSD) is under the supervision of a Captain. The division has a Records Unit consisting of five (5) Records Technicians and one (1) Records Supervisor, a 911 Communications Unit consisting of one (1) Dispatch Manager, two (2) Telecommunications supervisors and sixteen (16) Telecommunications Officers, a Radio Systems Manager who also maintains the departments fleet, the in-car video cameras and the departments audio and video equipment. This division also includes detention, comprised of a Detention Unit supervisor and (4) detention officers. The SSD Captain manages the Public Information team, who also serve as a liaison between the MCPD, the community, and the news media. He/she provides timely, accurate, and useful information about significant events to the media, and advises the Chief and the Command Staff on public opinion and media response regarding departmental issues.

In March of 2022 the Missouri City Police Department implemented "Live 911" which allows live streaming 911 emergency calls directly to officers in the field, in real-time, marking the first Texas police agency to adopt the technology.

This modern technology allows officers to hear the caller's actual words and voice, and is designed to provide a sense of urgency, immediate updates on the situation, and details that might not be shared otherwise.

"Live911" is designed to close the time gap between when 911 calls are received to when officers on patrol are dispatched. This technology creates a shorter response time and allows the officer to obtain more information for devising the appropriate response plan—including the use of de-escalation skills.

ABOUT THE POLICE DEPARTMENT

CRIMINAL INVESTIGATIONS DIVISION

The Criminal Investigation Division (CID) is under the supervision of a Captain, a Lieutenant, and two (2) Sergeants. The division is comprised of a total of twelve (12) investigators, two (2) officers assigned to specialized groups, three (3) criminalists, (1) crime victim liaison and one (1) crime analyst.

There are twenty-two (22) employees assigned to the criminal investigations division who also staff the following sub-units:

- Human Trafficking Unit
- Fort Bend County Narcotics Task Force Officer
- Crime Scene Investigation
- Property Room Management
- Crime Victim Liaison

CID conducts all criminal investigations, maintains property and evidence integrity, registers and maintains a registry of all sex offenders residing within city limits. Drafts and executes criminal search and arrest warrants. The CID captain or his/her designee represents the MCPD in the Monthly Regional CID Meetings which is an integral part of our intelligence-led policing operations in Fort Bend and Harris County. One CID sergeant serves as a SWAT team leader.

PATROL DIVISION

The Patrol Division is under the supervision of a Captain. Other supervisors include three (2) Lieutenants and Nine (9) Sergeants. A Sergeant oversees the Motorcycle Unit and the K-9 unit. There are sixty-nine (69) officers assigned to the patrol division that also staffs the following sub-units:

- Motorcycle Unit
- Bike Patrol Unit
- SWAT
- Hostage Negotiations
- HOA Program
- K-9 Unit

MCPD uses Special Units to respond to emergencies, staff special events, community policing/public relations, crime deterrence, and enforcement. The SWAT unit provides managers for the East Fort Bend County Regional SWAT Team.





THE NEXT CHIEF OF POLICE

The mission of the Missouri City Police Department and staff are committed to building strong and lasting relationships with its community by providing fair, compassionate, impartial police services, and to guarantee the rights of all people. The department has made strides to interact with their citizens in more meaningful ways each year. The Missouri City Police Department has gone beyond their current Police to Citizen (P2C) portal to provide an even better glimpse into the police department's inner workings. The Missouri City Police Department's Open Data Initiative provides greater transparency, to build trust, and facilitate community engagement. The purpose of this program is to share information with the community on a variety of police subjects and activities, and general policy issues to include:

- End of Year Report
- Use of Force Incidents
- Automobile Accidents
- Citations
- Arrests
- Racial Profiling Data
- Department Member Demographics

As we strive to accomplish our mission, it is our goal to carry out our work with the highest levels of honesty, integrity, and compassion while treating all people with dignity and respect. Experience in developing and implementing new and revised administrative methods, policies, and procedures. Ability to develop and implement short- and long-term goals and work plans for the police department.

These are accomplished by the Chief of Police being visible at community events and meetings. The Chief of Police is expected to show up at places where they are not expected. The next Chief of Police must embrace involvement with the community as much as engagement.



THE IDEAL CHIEF OF POLICE

- Have a history of an inclusive and participatory internal and external management philosophy.
- Be an engaging individual but project a professional command presence.
- Have knowledge of and embrace best practices in policing.
- Understand and support 21st Century Policing principles.
- Be open and collaborative with all groups and community stakeholders.
- Be innovative and have the ability to adapt in an evolving technological, political, and legal environment.
- Labor relations background working in a union environment (police officer association/negotiating contracts).
- Demonstrate complete personal and professional integrity and transparency, inspiring the confidence of appointed and elected officials, subordinates, and the public.
- Lead the department with a genuinely friendly, approachable style that encourages collaboration and the development of effective working relationships.
- A "Cops-Cop" leader that is "boots on the ground", out in the field with officers.
- Demonstrate innovation, an openness to change and willingness to challenge the status quo; comfortable in an environment that values a collaborative approach and fosters a setting where employees feel valued. One who is supportive of all officers, trusting his team.
- Have the maturity and self-confidence to firmly and diplomatically present professional views, concerns, and implications of proposed policy actions that may be under consideration by the elected officials, while also being committed to carrying out final decisions in a timely, professional, and impartial manner.
- Maintain a calm demeanor during times of stress, providing thoughtful advice to employees, supervisors, department heads, the Mayor, and City Council.
- Exhibits honesty, integrity, and humility, with the ability to admit when mistakes were made, and when corrective action needs to be taken. Respect for the profession, the badge, and their oath.
- Know that values and ethical precepts are the foundation of leadership. Their sense of duty is towards quality vs. quantity and substance over symbolism.
- Show a genuine interest and commitment to ongoing community/public engagement; demonstrate a high regard for intergovernmental partners and community members.
- Be authentic and demonstrate a commitment to encouraging diversity within the police department workforce.
- Have a clear understanding of the larger mission of the city and how the police department supports that mission.
- Experience in working with a diverse multicultural society.
- Experience in Proactive Community Engagement
- Relationship builder with all areas of the department, city hall and community.
- Able to balance community engagement with expectations of policing.

REQUIREMENTS

- Candidates must possess a minimum of a bachelor's degree in public administration, Police Science, Criminal Justice, Management, or related field. The completion of the Federal Bureau of Investigation National Academy (FBINA) is highly desirable.
- Candidates must have fifteen (15) years of progressively responsible law enforcement experience, which must include five (5) years of police command staff experience, preferably in a municipality.
- Eligibility to obtain a Peace Officer License certificate, issued by the Texas Commission on Law Enforcement Officer Standards and Education (TCOLE) within six (6) months of employment. A Master Police Officer and Instructor's Certificate is desirable.
- Demonstrated success in mentoring, coaching, and developing others.
- Labor relations background, working in a union environment (police officer association/ negotiating contracts).
- Experience in budgeting/ funding.
- Residency is preferred but not required.

TRAITS AND PERSONAL STRENGTHS

- Elevated level critical and analytical thinking skills.
- Strong oral and written communication skills.
- Ability to organize, set priorities, and exercise sound independent judgment within areas of responsibility.
- Show a presence in the community.
- Appreciate and build relationships with civilian staff.





SALARY AND BENEFITS

If you are a successful police leader looking for the next step in your career Missouri City is ready for you. The salary range for the Missouri City Chief of Police is \$131,622 to \$200,212 depending on experience and qualifications. The city offers an outstanding benefits package which includes a take home vehicle, cell phone and clothing allowance. The benefits package can be viewed by visiting: [Missouri City Benefits](#).

APPLICATION

Apply online at www.GovHRjobs.com with a resume, cover letter and contact information for five professional references by October 25, 2024. **Confidential** inquiries may be directed to Jon Fehlman, MGT Senior Consultant, at Tel: 847-380-3240 x 142 or 615-692-9264.

Texas commits to a policy of equal employment opportunity for applicants and employees, complying with local, state, and federal laws. The City's policy is to employ qualified persons without discrimination regarding race, creed, color, religion, age, sex, country of national origin, marital status, disability, sexual orientation, gender identity, genetic information, political affiliation, ethnicity, or status in any other group protected by federal/state/local law.

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