



**BANGS POLICE DEPARTMENT**  
**109 S. 1<sup>ST</sup> STREET, BANGS TEXAS 76823 (325)752-6223**

## **Police Chief**

The Bangs Police Department is hiring for full time Police Chief. Applications will be accepted until the position is filled. Applications may be picked up in person at Bangs City Hall, 109 S. 1<sup>st</sup> St., Bangs, TX from 8:00 AM to 6:00 PM Monday through Thursday, excluding holidays. The City of Bangs is located on U. S. Highway 67, approximately 8 miles west of Brownwood in Brown County. Applications are also found on the Bangs city website.

Appointed by and under the guidance of the Mayor, the Chief of Police provides innovative administrative, management and leadership direction for the police department functions, operations and personnel through supervision of subordinate staff and review of their activities. Responsibilities include activities and preparing or directing the preparation of proposals concerning the department. Collaborates with other City department leadership team members to provide assistance and support to the Mayor and City Council. Incumbent must continually demonstrate the ability to work independently in overseeing and carrying out the functions of the Police Department.

### **Examples of Duties:**

- Coordinates activities with all personnel to ensure consistency in interpretation of and implementation of General Orders, City Ordinances, City Policies, procedures, applicable laws, and regulations
- Using innovative law enforcement practices, develops plans, goals, and objectives to strive for constant improvement of the departmental service delivery
- Directs the preparation of the budget for the Police Department
- Engages in positive and open communication with the general public, staff, City Officials, City employees, law enforcement agencies and community organizations as needed
- Speaks before public groups on the plans, programs, goals and effectiveness of the Police Department
- Researches law enforcement techniques and methods to ensure that lesson plans are developed, continuing education is provided, and subordinates are competently trained
- Provides information, gives instructions and responds to questions from the general public and City employees in order to enhance public relations and employee morale
- Ensures effective operational and financial management through forecasting, budgeting, procurement and control
- Coordinates with area Law Enforcement Agencies to stay abreast of regional trends and activities
- Oversees policy development, recruitment, training, discipline, police operations, police/fire telecommunications
- Performs other related duties as assigned
- Will patrol, investigate (as needed) and complete all reports

## **Required:**

### **MINIMUM QUALIFICATIONS**

- A Bachelor's Degree in criminal justice, public administration or related field

- Three (3) or more years of experience as a Police Chief, Assistant Police Chief, or Captain; or a combination of 3 or more years in two (2) or more of those positions; or five (5) or more years of command level experience
- Intermediate, Advanced or Master Peace Officer certification from the Texas Commission on Law Enforcement (TCOLE) or from an equivalent state certification authority in another state
- Valid Texas Class C Driver License – driving record must be in compliance with City policy
- Must pass an extensive pre-employment back-ground investigation and drug screening test.

## **KNOWLEDGE, SKILLS & ABILITIES**

- Must have an extensive working knowledge of the principles, theories, and practices of law enforcement, crime prevention, investigation and other policing operations
- Must have excellent managerial, leadership, organizational, and other public relations, personnel management and budgetary skills
- Must have excellent communication skills both oral and written
- To perform the essential functions of the job must be able to manage multiple projects; meet deadlines; prioritize and organize work assignments; work well under pressure; make competent decisions; must have good hand-eye coordination to operate police equipment (vehicles, weapons, radios, etc.); must be able to maintain confidentiality with regard to criminal and investigative information and personnel matters.
- Must have a working knowledge of Emergency Management Operations and possess demonstrated proficiency relating to Incident Command Systems (ICS) principles
- Is responsible for encouraging and facilitating a harmonious working environment, therefore, the following interpersonal characteristics are expected:
  - Displays enthusiasm for the job, which includes attendance, performance, and conduct,
  - Ability to work efficiently and cohesively with others;
  - Displays courteous, respectful, and polite demeanor towards co-workers and members of the public; and
  - Recognizes the importance of being a team member that creates a positive working environment

## **Benefits:**

The Police Department offers an excellent salary and benefits package:

Starting Salary: **\$50,000.00 - \$52,000.00** annually DOQ.

- ✓ Take-home vehicle (Within City Limits)
- ✓ All uniforms provided
- ✓ Incentive pay
- ✓ Longevity Pay
- ✓ Paid Holidays
- ✓ Paid Sick Leave
- ✓ Paid Vacation (after 1 year)
- ✓ Insurance: Health, dental, and vision coverage
- ✓ Retirement: TMRS 7%, 2 to 1 matching, with updated service credits, vesting in 5 years