



WEATHERFORD, TEXAS

PUBLIC SAFETY

**MOVING FORWARD
WITH EXCELLENCE**

CHIEF OF POLICE CANDIDATE GUIDE



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WELCOME

The City of Weatherford is excited to find its next Chief of Police—a leader who is experienced, confident, and ready to shape the future of the department. This person will build on the strong foundation already in place, while focusing on important areas like mentorship, crime reduction, strategic planning, and fostering innovation.

Above all, the new Chief will be dedicated to continuing to strengthen the bond of trust with the community. We're looking for someone who is open-minded, forward-thinking, and able to make sound decisions. The ideal candidate will have a great balance of political savvy and personal integrity, along with exceptional interpersonal skills and a strong sense of moral character.

Sincerely,



James Hotopp, City Manager

“

With a rich history, welcoming community, and an array of amenities, Weatherford has earned its reputation as a fantastic place to call home.”

--Chris Bates

WHO WE ARE



“

Experience and innovation are the two keys for us to move forward.”

The members of the Weatherford Police Department take great pride in serving the community they love.

MISSION

Our mission is to enrich our community through exceptional professionalism, collaboration, and commitment to proactive policing.

VISION

We shall forge a path toward becoming the safest city in Texas and establishing ourselves as a leader within the law enforcement community. We will remain steadfast in our commitment to this agency, our employees, and our community by delivering servant leadership, advanced training and development, wellness initiatives, and state of the art facilities and equipment.

CORE VALUES

- Justice
- Accountability
- Integrity
- Teamwork
- Innovation

The Weatherford Police Department is deeply committed to upholding the highest standards of integrity and accountability. But we know that true success in public safety doesn't start within the walls of our department—it begins with the community we serve.

The heart of our work is the community itself. We recognize that we are here to serve, and that strong community support is key to reducing crime and ensuring safety for all. We are incredibly grateful for the unwavering support of our City Council and City Manager, who share our commitment to building a stronger, safer community every day.

Serving in Weatherford is an honor, and we strive to earn the trust and confidence that our community has placed in us. The men and women of the Weatherford Police Department are united by the belief that together, we are a strong community.



WE CARE ABOUT



OUR OFFICERS

We enforce high fitness standards to ensure our officers remain fit for duty and can enjoy long, healthy retirements. Mental health is also a top priority, and we encourage our staff to take advantage of confidential, complimentary professional support.



OUR COMMUNITY

We are proud to have hosted over 100 outreach events in 2024, strengthening our connection with the community we serve.



INNOVATION

We are committed to providing our officers and professional staff with the best equipment and technology to excel in their roles. This includes the use of unmanned aerial systems, advanced accident investigations, crime analysis tools, and state-of-the-art facilities.

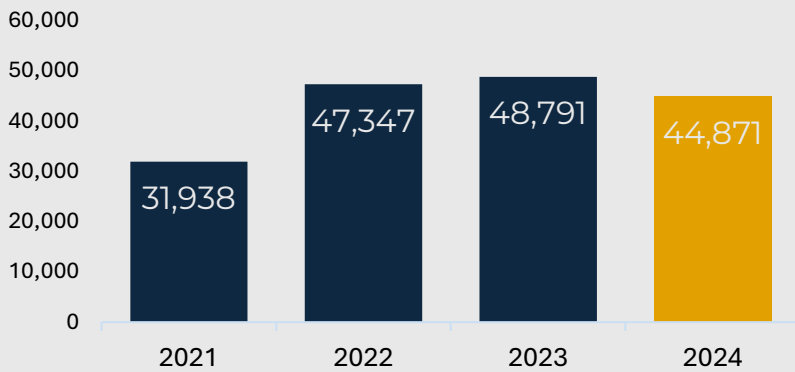


PROFESSIONALISM

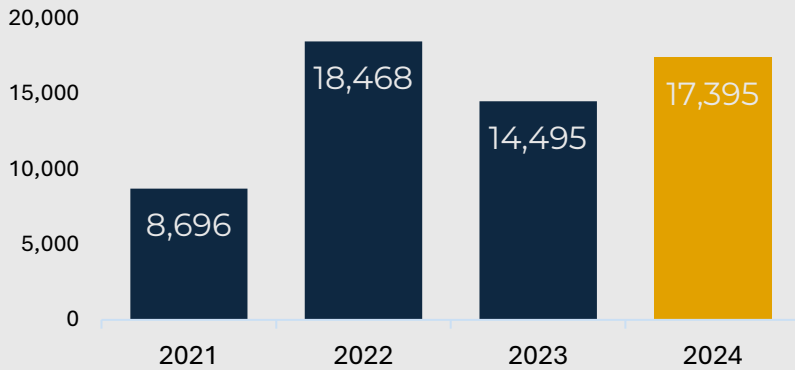
We take pride in our ongoing commitment to excellence, having been recognized by the TPCA Best Practices Accreditation Program since 2016.

WHAT WE DO

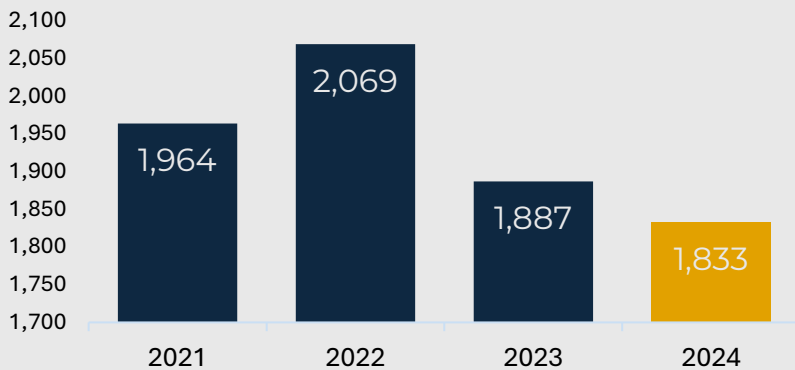
CALLS FOR SERVICE



TRAFFIC STOPS



CRIME DATA



70
COMMISSIONED
OFFICERS



36
PATROL
OFFICERS



12
INVESTIGATORS

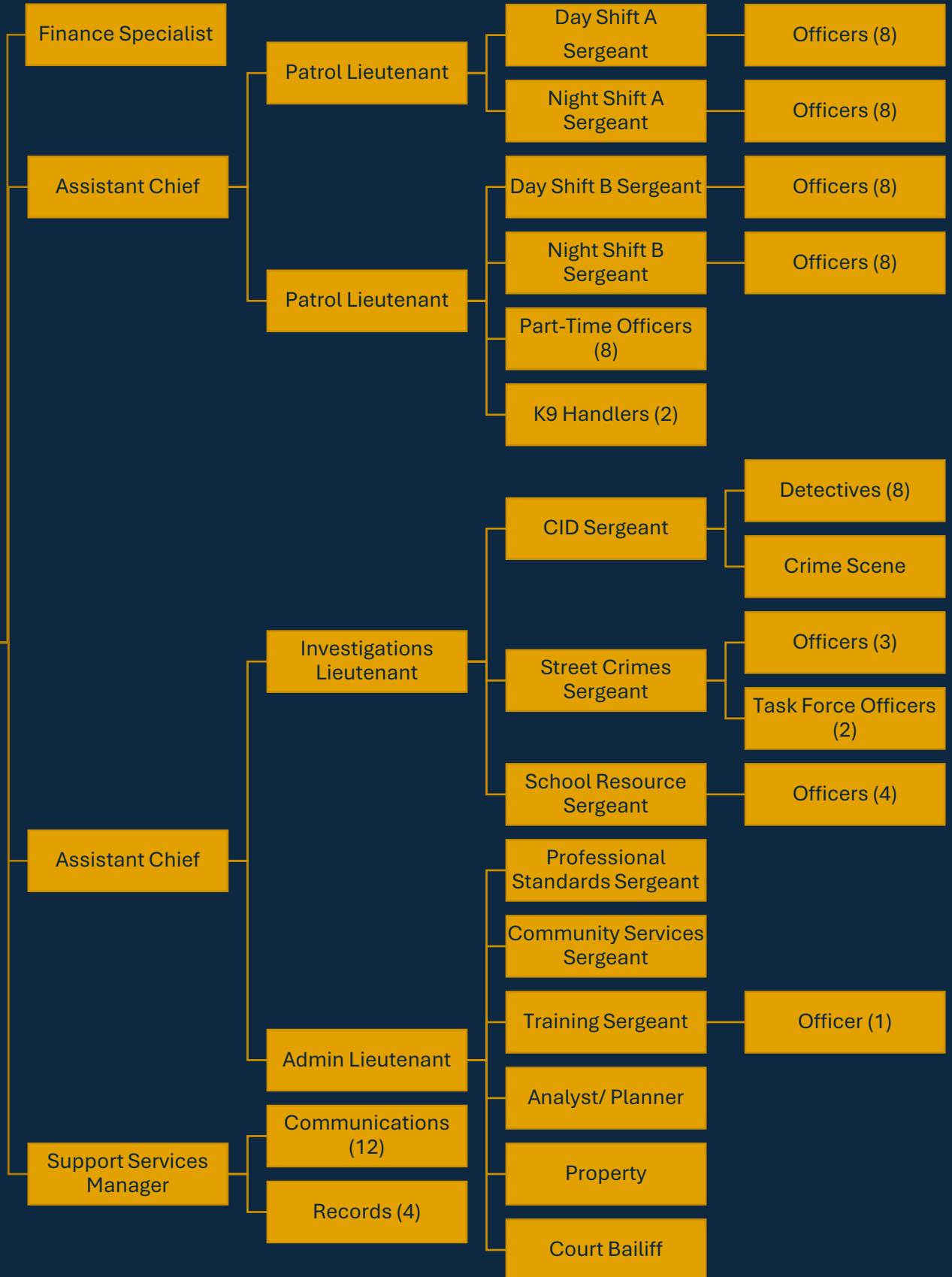


21
PROFESSIONAL
STAFF



12
DISPATCHERS

Chief of Police



WHERE WE WORK

More than just a location on a map, Weatherford is a lifestyle. It's a place where the sunsets are as warm as the people, and the possibilities are as vast as the Texas sky. Discover the allure, embrace the community spirit, and make Weatherford, Texas, your home. "Why Weatherford?" Because here, life is lived, memories are made, and the spirit of Texas welcomes you with open arms.

One of Weatherford's biggest draws is its ability to maintain a small-town feel while offering modern conveniences. The city exudes a welcoming charm that's hard to find in larger urban areas. Residents often describe the community as friendly, where neighbors greet each other and lend a helping hand when needed.

Weatherford is home to quality schools, healthcare facilities, and shopping centers. Whether you're in search of a cozy café or a modern retail store, you'll find everything you need without sacrificing the small-town ambiance.

OUR VISION

Weatherford will embody the spirit of "True Texas," seamlessly blending its historic charm with modern innovation to create a thriving community rooted in commerce, culture, and connection. As a cornerstone of growth and opportunity, Weatherford will attract businesses and visitors while proudly preserving its authentic Texas heritage.



38,109
POPULATION



3.3% ANNUAL
GROWTH



13% LOWER
COST OF LIVING
(THAN NATIONAL AVERAGE)



28 SQUARE
MILES



LEADERSHIP PROFILE

We seek a dynamic, experienced law enforcement executive to lead our dedicated team of sworn and civilian staff. The ideal candidate will bring a collaborative leadership approach and a strong commitment to both employee development and community engagement.

ESSENTIAL LEADERSHIP QUALITIES

- Demonstrates an inclusive, servant leadership philosophy focused on developing and empowering staff
- Builds strong collaborative relationships within the department and across the law enforcement community
- Creates opportunities for professional growth and advancement through transparent, merit-based processes
- Maintains high visibility and accessibility throughout the organization
- Exemplifies professionalism in all communications and community interactions

PROFESSIONAL EXPERIENCE

The successful candidate should demonstrate:

- Track record of fostering positive organizational culture and employee development
- Experience building productive partnerships with community stakeholders and law enforcement agencies
- Success in strategic planning and organizational development
- History of innovative approaches to law enforcement challenges
- Strong background in fiscal management and resource optimization
- Commitment to modern policing practices and community-oriented policing



**MAYOR
PAUL PASCHALL**



**CITY MANAGER
JAMES HOTOPP**

KEY OPPORTUNITIES

Our next Chief will have the opportunity to:

- Shape the future of a progressive, community-focused department
- Implement innovative training and development programs
- Enhance community engagement and outreach initiatives
- Strengthen regional law enforcement partnerships
- Develop comprehensive strategic planning
- Create pathways for staff advancement and professional growth

IDEAL ATTRIBUTES

- Strong communicator who builds trust through transparency and accessibility
- Visible leader who actively engages with staff and community
- Strategic thinker with proven ability to implement positive organizational change
- Collaborative decision-maker who values input from all levels
- Experienced mentor committed to developing future leaders
- Professional who leads by example and holds self and others accountable



BENEFITS



2:1
RETIREMENT
MATCHING

7%
TMRS RATE

The City of Weatherford offers a competitive salary range dependent on qualifications and experience. The starting salary range is \$139,214.40 to \$196,518.40. The City participates in the Texas Municipal Retirement System (TMRS) at a rate of 7% and a City matching ratio of 2:1. We have a very low cost medical insurance coverage and no-cost dental insurance for the employee, longevity pay, and personal time off plan. In addition, the Chief of Police receives a city-provided cell phone and vehicle allowance.

EXPERIENCE AND EDUCATION REQUIREMENTS

- A bachelor's degree in criminal justice or related field
- 10+ years of progressive law enforcement management
- 5+ years in senior command positions
- Master Peace Officer certification from TCOLE



APPLY AT
ClearCareerPro.com/
career-opportunities

“

The City of Weatherford is a strong community built on values such as quality of life, family kindness, and public safety for all citizens.”

-Mayor Paul Paschall



CITY OF WEATHERFORD

303 Palo Pinto Street
Weatherford, TX 76086

Diana Allen
Director of Human Resources
dallen@weatherfordtx.gov
817.598.4208

