

CHIEF OF POLICE

CITY OF FOREST HILL, TEXAS



FOREST HILL POLICE DEPARTMENT



ABOUT THE COMMUNITY

With a history that dates back to the early days of the Texas frontier and strategically situated between Dallas and Fort Worth on the busy I-20 Corridor, the City of Forest Hill is on the move. Originally known as Brambleton Station, early settlers were attracted to its meadows and wooded areas. Today, the city, which was incorporated in 1946, is part of the expansive Dallas-Fort Worth region and encompasses 4.2 square miles and a population of almost 14,000 people.

The Dallas/Fort Worth area is one of the fastest-growing regions in the nation. Forest Hill, at the hub of four major North Texas growth areas— Arlington, Mansfield, Fort Worth, and Dallas, boasts a thriving business community that serves a diverse population. It offers limitless access to commuters along one of the region's primary transportation routes. In addition to I-20, other major roadways include I-35W, Loop 820, and U.S. Business 287. There are also three major airports within 45 minutes of the city, including DFW International Airport, which is 27 miles northeast of Forest Hill, Dallas' Love Field Airport, and nearby Spinks Airport, about 15 minutes south of the city and serving corporate, general aviation, and recreational pilots.

Major employers include Conatser Construction, J Wales Enterprises, United Rentals, TAS Environmental Services, QuikTrip, and a variety of nationally known hotels, restaurants, and retail establishments. The city also boasts a multitude of local businesses and family- friendly dining spots.

Forest Hill's proximity to the larger cities of Fort Worth, Dallas, and Arlington, provides residents with easy access to the lifestyle attributes of a major metropolitan area. This includes first-rate medical facilities; more than 40 highly ranked universities and colleges within a one-hour drive; an abundance of recreational activities at local parks, trails, and area lakes; world-class museums and galleries, and dining options to suit every taste — from five-star cuisine to home-style, family diners. For the sports fan, the area boasts professional sporting events of every kind — from football and basketball to soccer, NASCAR and rodeo.

Known as the "**Community Driven**" city, Forest Hill prides itself on residents and businesses working together to keep this thriving city moving forward and on the right track while planning for the future.

DEMOGRAPHICS

- POPULATION: 13,955
- TARRANT COUNTY POPULATION: 2,126,000
- DALLAS/FORT WORTH METRO AREA POPULATION: 7,637,387
- AVERAGE AGE: 31.3
- RACE/ETHNICITY:
48.0% Hispanic or Latino
42.0% African-American
7.0% White Non-Hispanic
2.0% Two+
- MEDIAN HOUSEHOLD INCOME: \$58,713
- AVERAGE HOME VALUE: \$159,400



PROUD TO BE
A Certified Scenic City





GOVERNANCE & ORGANIZATION

The City of Forest Hill operates under the Council/Manager form of government. As a Home Rule city, the Council consists of our Mayor and six members all elected At Large. Members are elected to serve three-year terms, with no limit on the number of terms a Council member can serve.

The Forest Hill City Council serves as the legislative body for the city. Its role is to adopt laws and policies for the city. Implementation of Council directives is up to the City Manager and City staff. Forest Hill has a fiscal year budget of \$19 million, and an ad valorem tax rate of 0.77.

The City Council appoints the City Manager, who serves as the chief executive for the organization. She is responsible for the day-to-day operations of the city and leads a dedicated staff of 78 employees.



ABOUT THE DEPARTMENT

Mission Statement

The Forest Hill Police Department is committed to providing fair, equitable, and honest police services through transparency, accountability, integrity, through a proactive approach in the prevention, detention, and investigation of criminal activity in partnership with the community.

Established in the early 1950's, the City of Forest Hill Police Department has become a leader in utilizing technological advances to reduce crime that helps keep residents and businesses safe. Through various community-driven programs and events, including a Police Explorers program, this team of dedicated, highly trained men and women are committed to partnering with the community to reduce crime and provide a high quality of life for everyone.

As a Civil Service City, the Police Chief provides overall leadership and direction and is responsible for the administration of policies and procedures that govern the overall operations and personnel activities of the entire department. The department has defined a philosophical course of action toward professional, community-oriented policing services. The administrative support services division is responsible for professional standards, criminal investigations, communications and school safety. The operations division handles the daily operations of the department, including emergency and non-emergency calls, traffic enforcement, patrol, identification and apprehension of criminal offenders, training, maintenance of the property room, and maintaining positive relations with the community. As a partner with surrounding communities, dispatch, jail, and animal control services are an integral part of the functioning of the department handled at a regional office.



29 Sworn
Personnel



16,778
Calls for
Service 2023



\$4.8 Million
Operating
Budget

DIVISIONS



Patrol



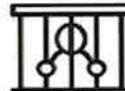
Investigations



Property/
Evidence



Community
Relations



Jail



Dispatch



Animal Control



ABOUT THE POSITION

Under the direction of the City Manager, the Police Chief is responsible for the effective leadership, management and operation of the Police Department, including planning, organizing and directing the activities of the department and assuring that law and order is maintained, state and local laws and regulations are enforced and appropriate measures are implemented to prevent crime and ensure the public safety of the community. This position provides leadership to a law enforcement agency that is focused on community policing, crime prevention, crime suppression, investigations, training, and community relations.

The Police Chief will be a visionary and a "Cops Cop."

Essential Responsibilities include:

- > Ensuring the overall success of the department through oversight and review of all police services and day-to-day operations and personnel to ensure professional police services are being delivered.
- > Responsible for police preparedness through training and educational meetings on tactics, safety, and general protocols. Coordinating activities and operations with other law enforcement agencies, mutual aid organizations, cities, and other agencies as required. Oversees the maintenance of police records, including operational reports, special reports, and all other reporting requirements regulated by City, State, or Federal agencies.
- > Supervising hiring and conducting timely performance evaluations of department personnel and planning and implementing department goals on a short- and long-term basis to address personnel retention and expansion as necessary to keep pace with city growth.
- > Preparing police activity and crime reports for the City Manager, as well as other reports as warranted.
 - > Working with citizens, businesses, and City officials to enhance relationships within the community about any law enforcement issue.
 - > Developing and managing the department budget and planning for effective, efficient resource allocation; managing department spending within budgetary guidelines by evaluating spending, and making budget recommendations.
 - > Assessing present and future equipment needs; researching and compiling information about equipment costs, specifications, and suitability; recommending upgrades or replacements; and overseeing the selection, purchase, and maintenance of equipment and vehicles.
- > Attending community outreach events, such as the city's award-winning National Night Out event.



THE IDEAL CANDIDATE

The City of Forest Hill seeks an engaging, visionary Police Chief to lead the Department with integrity and passion. The incoming Chief must be community-oriented to address citizen concerns professionally and effectively by building trust and legitimacy. The successful candidate will be committed to treating citizens with dignity and respect, dedicated to giving all citizens a voice, and to promoting fairness and transparency. Increasing staff will be a high priority for the next Police Chief. Approximately 12 officers/recruits and 1 Property Evidence Technician positions need to be filled.

The ideal candidate will maintain an up-to-date, comprehensive knowledge of changes in laws, policies, and procedures to stay informed about new methods, trends, and developments in law enforcement. This person will demonstrate integrity and commitment to innovation and efficiency and must be fiscally responsible.

Our next Top Cop will be a Cops Cop.





EDUCATION & EXPERIENCE

The selected candidate must hold a Bachelor's Degree in police science, public administration, or a related field from an accredited college or university. A working knowledge of Texas Local Government Code - Chapter 143 is required.



A minimum of 10 years of experience in law enforcement is required with five years in a command position; experience in media relations, planning and organizational analysis, and policy development. The chosen candidate must possess a TCOLE Master Certificate through the Texas Commission on Law Enforcement.



COMPENSATION & BENEFITS

The City of Forest Hill offers a competitive salary depending on qualifications and experience. We provide a generous benefits program, including medical, dental, vision, vacation, sick, and holiday pay. Additional benefits include free Chiropractic care, and City staffed Mental health services to team members – preventative wellness initiatives that we find our employees are seeking. We are the only City in the Metroplex that offers these health and wellness services. The City participates in the Texas Municipal Retirement System at a 7% employee deposit rate with a municipal matching ratio of 2:1.

APPLICATION PROCESS

Submit a resume, cover letter, and a completed employment application to:
Angela Locuste, Director
Human Resources/Civil Service Dept.
3219 E. California Parkway
Forest Hill, TX 76119

Email: alocuste@foresthilltx.org
Phone: 817.568.3004



The City of Forest Hill is an Equal Opportunity Employer and values diversity in the workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Forest Hill website: foresthilltx.org

Application:

foresthilltx.org/departments/humanresources

Police Department: foresthilltx.org/departments/police

About us: <https://www.foresthilltx.org/about-our-city>