



THE CITY OF MISSOURI CITY, TEXAS

CHIEF OF POLICE

EXECUTIVE RECRUITMENT



65th North
Group

THE COMMUNITY

Missouri City, Texas, is a diverse, growing, and well-established community located approximately 20 miles southwest of downtown Houston. Primarily situated in Fort Bend County, with a small portion in Harris County, the City benefits from convenient access to major transportation corridors, including U.S. 90A, State Highway 6, Beltway 8 (Sam Houston Tollway), and the Fort Bend Toll Road. This strategic location places residents within easy reach of Houston's employment centers, cultural amenities, professional sports, and both major international airports, while maintaining the character and livability of a suburban community.

With a population of approximately 90,000 residents, the City of Missouri City reflects the diversity of the greater Houston metropolitan area and is widely recognized for its inclusive and welcoming environment. A Rice University study identified Missouri City as one of the most diverse cities in the region, contributing to a strong sense of community identity and civic engagement. The City has also been recognized nationally as one of the Safest Cities in America by Congressional Quarterly and as one of the Best Places to Live in America by CNN/Money magazine.

Since its incorporation in 1956, the City of Missouri City has experienced steady, well-managed growth supported by strong development standards and thoughtful planning. The City has earned the designation of a Scenic City from Scenic Texas in recognition of its commitment to high-quality development, landscaping, and community aesthetics. Ongoing residential, commercial, and industrial growth has strengthened the local economy while preserving the City's



quality of life and community character.

The City of Missouri City offers extensive recreational and lifestyle amenities. The City maintains more than 20 parks totaling over 500 acres, along with miles of walking and biking trails. Community amenities include a modern Recreation and Tennis Center, the Quail Valley Golf Course, and City Centre with two 18-hole golf

courses, and the Edible Arbor Trail, a unique walking and biking experience featuring fruit- and nut-bearing trees. These amenities support an active lifestyle and foster strong community connections.

Educational and healthcare access further enhance the City of Missouri City's appeal. The City is served primarily by the Fort Bend Independent School District, with additional options through Houston ISD and private schools. Higher education institutions and community colleges are located nearby, and residents benefit from proximity to the Texas Medical Center and several major hospitals and healthcare networks in Fort Bend County and the Houston region.

The City of Missouri City offers a high standard of living, strong civic leadership, and a forward-looking community culture. It is a city that values



safety, diversity, engagement, and collaboration, making it an ideal environment for a police chief seeking to lead in a progressive, community-focused organization.

THE ORGANIZATION

The City of Missouri City Police Department is a full-service law enforcement agency committed to professional, fair, and community-focused policing. The department emphasizes integrity, transparency, accountability, and strong partnerships with the community it serves. Through proactive policing, modern technology, and meaningful community engagement, the Department works to enhance public safety and quality of life throughout the City.

The department is authorized 147 FTEs, and is organized to support effective operations, supervision, and service delivery. The department provides a comprehensive range of services, including patrol operations, criminal investigations, communications and dispatch, detention services, records management, training, community programs, and administrative support. This structure enables the Department to meet daily service demands while remaining flexible to respond to evolving public safety challenges.

Professional standards, training, and continuous improvement are central to the department's culture. The organization maintains compliance

with recognized professional standards and has invested in modern policing tools and technology to enhance transparency, efficiency, and officer effectiveness. The department has demonstrated a willingness to adopt innovative practices that support informed decision-making, timely responses, and effective service delivery.



The department maintains a range of specialized units and capabilities that support proactive enforcement, investigative excellence, and effective responses to critical incidents. These capabilities include motorcycle and bicycle patrols, K-9 operations, criminal investigations,

crime scene and forensic support, and crisis response functions such as SWAT and hostage negotiations. The department also participates in regional partnerships and task forces, including the Fort Bend County Narcotics Task Force, and maintains specialized investigative focus areas, such as human trafficking. These capabilities reflect the department's commitment to comprehensive public safety services and strong interagency collaboration.



THE POSITION



investigations, training, professional standards, budgeting, labor relations, and personnel development. The Chief fosters a positive organizational culture that emphasizes ethical leadership, continuous improvement, and employee engagement.

Community presence and engagement are central expectations of the role. The Chief of Police is expected to be highly visible and accessible, actively involved throughout the community, and to build trust and strong working relationships with residents, businesses, schools, and regional partners. The successful candidate will value open communication and collaborative problem-solving.

The City of Missouri City seeks a Chief of Police who is an experienced, forward-thinking law enforcement executive with a strong commitment to professional policing, community engagement, and organizational leadership. The Chief of Police serves as the City's chief law enforcement officer and oversees the Police Department's overall direction, administration, and performance.

The Chief of Police must balance the expectations of modern policing with the needs and values of a diverse and growing community. The City seeks a leader who is confident, approachable, and decisive, and who understands the importance of aligning departmental operations with the City of Missouri City's broader goals and mission.

Reporting to the City Manager, the Chief of Police is a key member of the City's executive leadership team and works closely with city leadership and community stakeholders. The Chief is expected to provide sound professional advice, exercise independent judgment, and implement City policies and strategic priorities in ways that reflect the City's values and commitment to transparency, accountability, and service.

The Chief of Police is responsible for establishing the organizational vision, setting departmental priorities, and ensuring the effective delivery of police services across all functional areas. This includes oversight of operations,



MINIMUM QUALIFICATIONS AND THE IDEAL CANDIDATE

The City of Missouri City seeks a highly qualified law enforcement professional with a demonstrated record of leadership, integrity, and community engagement. Candidates should have a broad understanding of modern policing and experience leading in a complex, diverse municipal environment.

Minimum qualifications include a bachelor's degree in public administration, criminal justice, police science, management, or a related field. A master's degree is preferred. Graduation from a nationally recognized senior command or executive leadership program, such as the FBI National Academy or a comparable program, is highly desirable.

Candidates must have at least fifteen years of progressively responsible law enforcement experience, including at least five years at the command staff level in a municipal law enforcement agency. Experience in a comparable or larger jurisdiction is preferred. The successful candidate must have and maintain a valid Texas driver's license, and must be eligible to obtain a Texas peace officer license issued by the Texas Commission on Law Enforcement within six months of appointment, or within an alternative timeframe approved by the City Manager.

The ideal candidate will be a visible, approachable, and engaged leader who values internal and external relationships. This individual will demonstrate an inclusive, collaborative, and transparent leadership style while maintaining appropriate command presence and accountability. Experience working effectively with diverse communities and stakeholder groups is essential.

The City seeks a Chief of Police who embraces best practices in policing and understands the principles of 21st-century law enforcement. The successful candidate will have experience in organizational leadership, policy development, budgeting, labor relations, and personnel management. Demonstrated ability to mentor and develop staff, build trust within the organization, and foster a positive departmental culture is critical.

The ideal candidate will demonstrate sound judgment, emotional intelligence, and the ability to remain calm and decisive under pressure. This individual must provide clear, professional advice to executive leadership and elected officials and effectively implement policy direction and organizational priorities. A commitment to ethical leadership, accountability, and continuous improvement is essential to success in this role.



COMPENSATION AND BENEFITS

The City of Missouri City offers a competitive compensation and benefits package designed to support the professional and personal well-being of the Chief of Police. The starting salary for the Chief of Police is +/- \$185,000, DOQ.

The City offers a comprehensive health benefits program that includes medical, dental, and vision insurance for employees and eligible dependents, with multiple plan options. For employees enrolled in the Health Savings Account (HSA) medical plan, the City makes an annual employer contribution to the HSA of up to \$2,700, providing direct financial support for qualified healthcare expenses. Flexible Spending Accounts are also available to help cover pre-tax healthcare and dependent care costs.

The City provides life insurance and accidental death and dismemberment coverage at no cost

to the employee, with optional supplemental life insurance available. Retirement benefits are provided through participation in the Texas Municipal Retirement System, which offers a defined-benefit pension plan with 2:1 employer matching contributions. A 457 deferred

compensation plan is also available to support additional retirement savings and long-term financial planning.

The City offers paid vacation and sick leave with accruals that increase with years of service, along with thirteen paid holidays. Executive-

level benefits include a take-home vehicle, a cell phone allowance, a clothing allowance, and more. Relocation assistance is available for the selected candidate. The City of Missouri City supports ongoing professional development and executive leadership training.



TO APPLY

- This position is open until filled, with the first review of resumes at 5:00 p.m. CT on Monday, February 16, 2026.
- To apply for this amazing opportunity, submit your cover letter and resume to missouricitychief@65thnorth.com.
- Direct all inquiries to 65th North Group, Dave Ross, at dross@65thnorth.com or 480-386-5344.



SELECTION PROCESS

After the first review of resumes deadline, 65th North Group will conduct a comprehensive evaluation of all submitted materials. Candidates whose backgrounds most closely align with the City's needs may be invited to participate in the next phase of the process.

Anticipated Timeline

- ◆ February 16, 2026 – First review of resumes (5:00 p.m. CT)
- ◆ Early March 2026 – Preliminary screening and virtual interviews
- ◆ Late March 2026 – Finalist interviews, with a flexible start date as soon as possible thereafter

