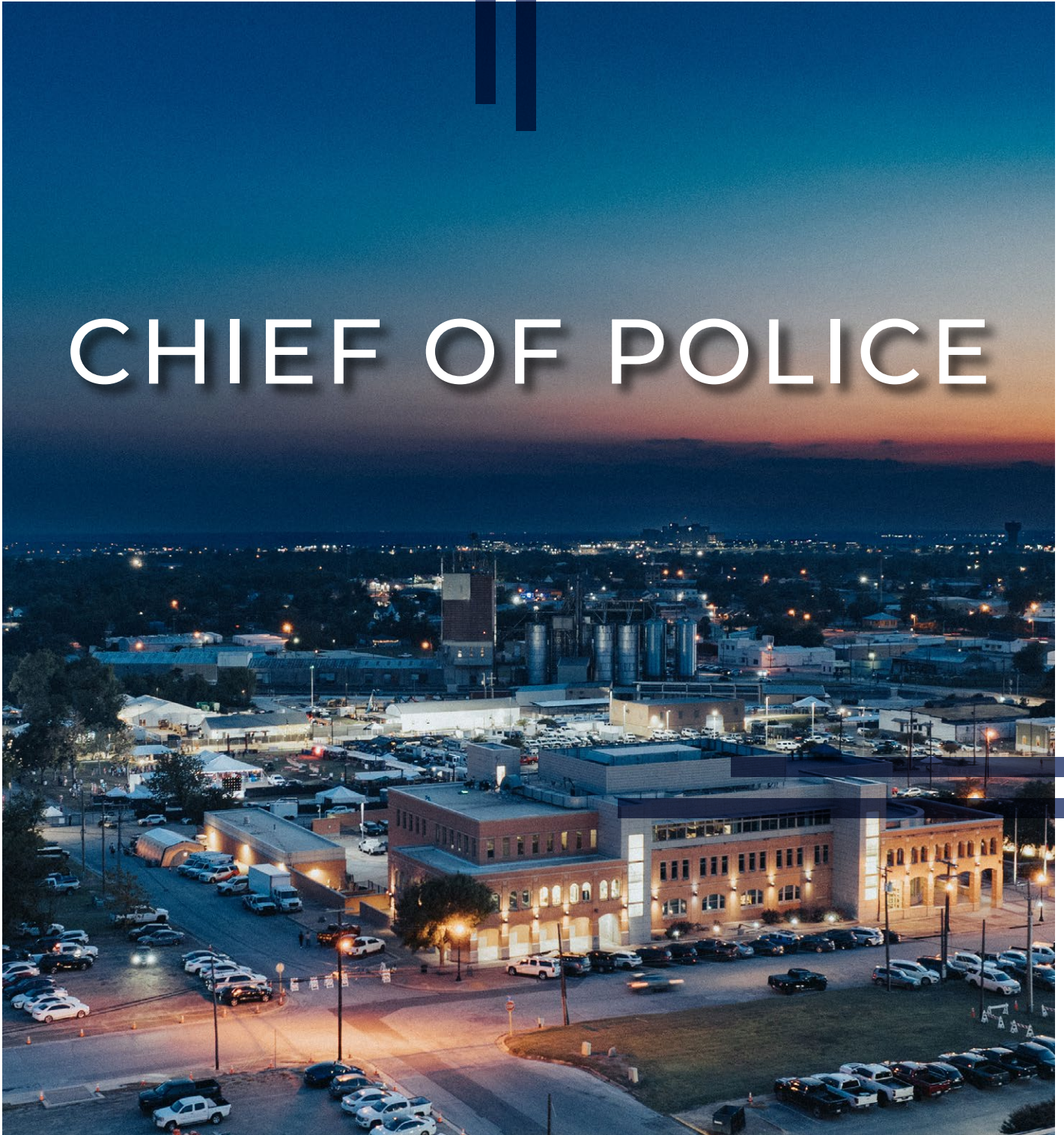


**A NATIONAL SEARCH**  
is underway for a new  
Chief of Police

**Temple, TX**

# CHIEF OF POLICE







TEMPLE, TX

# THE 01. OPPORTUNITY



**A national search is underway to attract an engaged, collaborative, and transparent police leader to serve as the next Chief of Police for the City of Temple, Texas.**

This is a unique opportunity in one of the fastest-growing cities in the state to lead a police department that has made significant progress over the past five years in strengthening organizational culture, internal trust, and community relationships.

Through intentional leadership and reform, Temple PD has established a positive, service-oriented culture that is well-regarded within the department, across City government, and throughout the community. With strong civic and organizational support, the department is well-positioned to build upon this foundation as the city continues to grow.

The next Chief of Police will be expected to sustain and advance these efforts by reinforcing a culture of professionalism, service, and innovation, while leading the organization through future operational and organizational initiatives. This position offers the opportunity to shape the next chapter of public safety in Temple, enhance community trust, and lead a respected department during a period of continued growth and opportunity.





## Strategic Focus

Health and Safety is one of the City of Temple's five areas of strategic focus. We believe our residents have a right to live in a safe and healthy community, and we are dedicated to making Temple a place you love to call home. The Temple City Council is committed to providing the Temple Police Department with the resources and support they need to serve our City effectively and foster public trust. The men and women of this fine organization tirelessly serve with integrity, honor and dedication. We are grateful for the commitment and sacrifices that they and their families make every day.

## CITY 02. GOVERNMENT

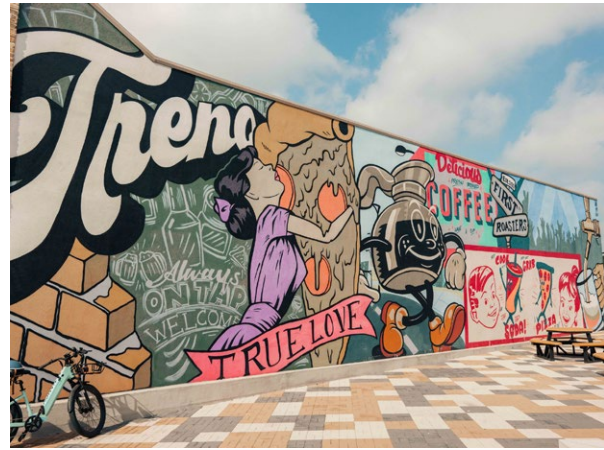
**The City of Temple is a full-service municipality operating under a Council-Manager form of government, where an elected City Council provides policy direction and a professionally appointed City Manager leads the organization's day-to-day operations.**

Under the City's home-rule charter, legislative authority rests with the City Council, which adopts ordinances, approves the budget, sets public policy, and appoints the City Manager as the City's chief executive.

Temple's governing body consists of a Mayor elected at large and four Councilmembers elected from single-member districts, all serving staggered three-year terms. The Council appoints key officials, including the City Manager, City Attorney, Director of Finance, Municipal Court Judge, City Secretary, and members of advisory boards and commissions.

The City Manager is responsible for implementing Council policy, coordinating all departments, managing the annual budget and strategic planning processes, and advising the Council on long-term organizational needs. This structure clearly separates policy leadership from administrative execution, promoting professional management while maintaining accountability to the community.

The City has 1051 full-time positions and a total budget of \$329.9 million (FY2026) to support core services and capital plans. The City of Temple's Strategic Plan (2020-2028) outlines five focus areas – High-Performing Organization, Communication & Collaboration, Places and Spaces, Health and Safety, and Smart Growth ([Strategic Plan](#)). Extensive information regarding Temple can be found on the City's website at [templetx.gov](http://templetx.gov).



## THE 03. COMMUNITY

**Positioned along the Central Texas I-35 corridor, the City of Temple serves an increasingly important regional role, connecting Austin and San Antonio to the south with the Dallas–Fort Worth metroplex to the north.**

The city benefits from excellent transportation access, including Interstate 35, U.S. Highway 190, multiple state highways, the Draughon–Miller Central Texas Regional Airport, and close proximity to Austin–Bergstrom International Airport, providing convenient domestic and international travel. As a principal city within the Killeen–Temple–Fort Hood Metropolitan Statistical Area, Temple is part of a region serving approximately 428,000 residents and continues to experience steady economic and population growth.

Temple is among the fastest-growing cities in Texas, with population growth exceeding 16 percent since 2020 and an estimated 100,000 residents in 2025. This pace of growth reflects strong economic fundamentals, affordability, and a quality of life that continues to attract new residents and businesses. Founded in 1881 as a railroad junction and chartered in 1907, Temple has evolved into a modern, diversified city while retaining a strong sense of community identity. Its economy is anchored by advanced manufacturing, healthcare, education, and a thriving billion-dollar business sector, offering long-term stability and job opportunities.



The City is nationally recognized as a leader in healthcare and biosciences, anchored by the Baylor Scott & White Health System and the Olin E. Teague Veterans Hospital, which together employ approximately 20,000 medical professionals and serve patients from across the state and nation.

Residents enjoy a high quality of life supported by diverse and affordable housing options, ranging from historic neighborhoods and downtown lofts to executive and family-oriented communities. The community is served by strong public-school systems, including Temple Independent School District and Belton Independent School District, as well as access to higher-education institutions. A wide range of community amenities, including a vibrant arts scene, 65 developed parks, more than 29 miles of trails, 1500 acres of park land and green space, recreational facilities, and access to Belton Lake, further enhance Temple's appeal. With more than \$366 million in infrastructure and quality-of-life investments underway, Temple offers a balanced combination of growth, opportunity, and livability in the heart of Central Texas.







## Mission Statement

Protecting, Serving, and Working in Partnership with **Our Community**, to Prevent, Reduce, and Solve Crime with **Integrity, Honor, and Dedication.**

## Motto

"Integrity, Honor, and Dedication"

# THE POLICE DEPARTMENT.

**With a 2025-2026 budget of \$29.2 million, the Temple Police Department (TPD) has 218 dedicated employees, including 169 sworn officers and 49 professional staff members who work in one of three divisions, each managed by a Deputy Chief.**

Animal Services is also under the police department and has a separate budget of \$1.3 million.

### The Bureaus are as follows:

- The **Investigations Bureau** conducts follow-up investigations through evidence analysis, suspect interviews, and warrant preparation. The bureau includes detective units, Crime Scene Technicians, Property & Evidence, the Violent Crime Enforcement Squad, Crime Victims Liaison, Special Investigations, and the Special Operations Division, which encompasses Community-Oriented Policing, School Resource Officers, Traffic, and K-9 units.
- The **Field Services Bureau** is comprised of four patrol teams operating 24/7 and is responsible for first response and proactive policing throughout the city. Field Services officers assess incidents, secure scenes, and



gather critical information to support investigative and enforcement efforts.

- The **Administration Bureau** oversees the day-to-day operations of the Temple Police Department. Department leadership consists of the Chief of Police and three Deputy Chiefs, whose primary responsibilities include leading the organization, developing and implementing policy, and upholding the department's standards and traditions of integrity, honor, and dedication. Administration serves as the department's primary support bureau, providing essential administrative, operational, and professional services. The bureau includes Records, Community Service Technicians, Special Operations, Professional Standards, and Animal Services, and houses key units such as the Training Unit, the Temple Police Academy, and Crime Analysis.





# 05.

## THE POSITION

**The Chief of Police serves as the organization's senior law enforcement executive, providing overall leadership and strategic direction for the Police Department.**

The Chief is responsible for overseeing policy development, community engagement, data-driven policing strategies, financial management, and the effective allocation of resources. This role offers the opportunity to advance public safety and organizational performance through modern technology, interagency collaboration, and performance metrics that enhance transparency and community trust.

As the department's chief executive, the Chief oversees all administrative and operational functions, including personnel management, budgeting, and regulatory compliance, while modeling ethical leadership, accountability, and professionalism. The position requires the ability to build strong, collaborative relationships across the department and to work effectively with City leadership as a trusted partner and advisor.

The Chief leads departmental planning and operations by establishing clear goals, assessing organizational performance, and aligning departmental priorities with City Council objectives and community expectations. In this role, the Chief plays a central part in guiding policy development, succession planning, leadership development, mentorship initiatives, and capital improvement projects that support the department's long-term success.

The Chief represents the Police Department with local, state, and federal partners and provides executive leadership during critical incidents and emergencies. Successful candidates will demonstrate visible leadership, sound judgment, and calm decision-making in high-pressure situations, along with the ability to communicate clearly and professionally with employees, community members, and the media. This position offers a meaningful opportunity to lead a progressive organization, shape the future of public safety, and make a lasting impact on the community.



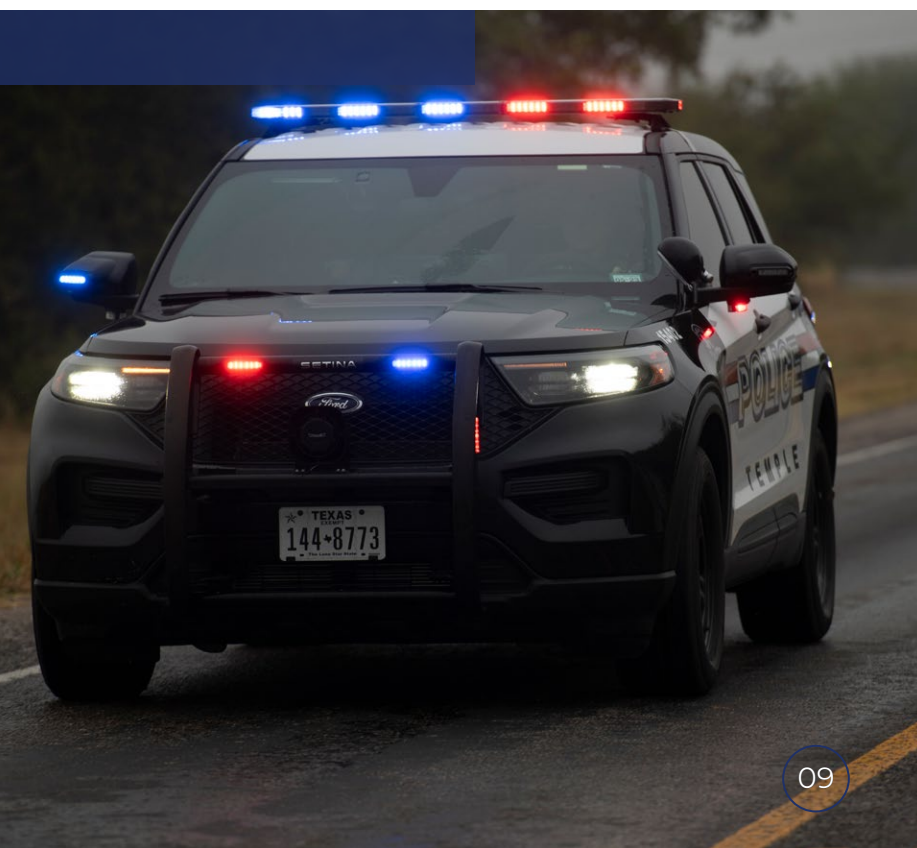


# 06. THE IDEAL CANDIDATE

**The ideal candidate is an authentic, high-energy police executive who leads through visible presence, professional credibility, and genuine relationship-building.**

A trusted and effective communicator, the Chief listens carefully, considers diverse perspectives, and provides clear direction to both department members and the community it serves. Highly engaged and accessible, the Chief understands that effective policing does not occur in isolation and works collaboratively with the community and as a key member of the City's broader leadership team. Always open to input, yet decisive, this leader demonstrates sound judgment, makes timely and well-reasoned decisions, and stands firmly behind them.

Grounded in a guardian mindset, the successful candidate emphasizes service, empathy, professionalism, wellness, and accountability while maintaining strong operational credibility and strategic focus. Committed to continuous improvement, the Chief builds on the department's existing strengths and advances progress in staffing, organizational alignment, technology, and training. Above all, this working Chief is resilient, humble, and engaged. They earn trust through consistent action, transparency, and follow-through in a complex and demanding environment.





# 07. QUALIFYING CRITERIA

**Experience** – At least ten (10) years of progressive law enforcement leadership experience is required. Demonstrated experience in community policing, data analytics, and technology integration is preferred.

**Education** – A Bachelor's degree from an accredited college or university with major course work in criminal justice, law, public administration, political science, or a related field is required. A Master's degree in public administration or a related field is highly desirable. Advanced training such as the FBI National Academy, Southern Police Institute or PERF's Senior Management Institute for Police (SMIP) is preferred, as is Texas Commission on Law Enforcement (TCOLE) Master Peace Officer Certification.

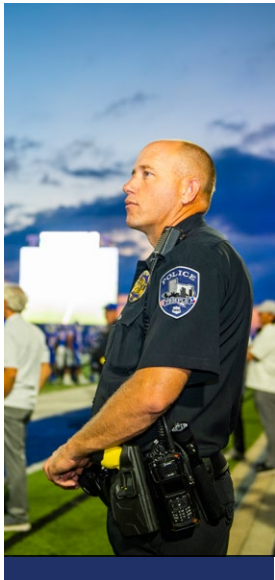
**Certifications, Licenses, and Registrations** – Valid Driver's license: out-of-state licensees must get a Texas driver's license within 90 days. TCOLE certified law enforcement officer: Out-of-state candidates must obtain TCOLE certification within six (6) months of the date of hire.

## COMPENSATION & BENEFITS

The current salary range for this at-will position is up to \$230,000 annually, with placement within the range determined by the selected candidate's qualifications. For more information on employee benefits, visit the City's benefits page: [Click here](#).

All benefit-eligible employees must participate in the Texas Municipal Retirement System. Each member of the retirement system shall deposit, by payroll deduction, into the retirement fund. The City's contribution is currently set at a 2:1 ratio. Employees are eligible for full retirement benefits at sixty (60) years of age with five (5) years of credited service or at any age with twenty (20) years of credited service. The City does offer some relocation assistance.





# APPLICATION PROCEDURES.



For optimal consideration, candidates are encouraged to apply immediately by submitting a comprehensive resume, compelling cover letter, and list of professional references via email to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). References will not be contacted until mutual interest has been established. This position will be considered open until it is filled. First review will occur on February 20, 2026.

Public Sector Search & Consulting will conduct preliminary interviews as applications are received. Only the most highly qualified candidates will be advanced to the selection process that starts in late February or early March 2026. After a selection has been made, an offer will follow, contingent on the successful completion of the remainder of the City hiring process. It is anticipated that the selected candidate will join the City of Temple in April 2026 or a mutually agreeable date.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

### **Public Sector Search & Consulting, Inc.**

(916) 789-9990 (office)

[www.publicsectorsearch.com](http://www.publicsectorsearch.com)

### **Mr. Gary Peterson, Chief of Police (ret.) - President/CEO**

Public Sector Search & Consulting, Inc.

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

916.789.9990 (office) | 916.622.5323 (mobile)

6520 Lonetree Blvd., Suite 1040, Rocklin, CA 95765





# Raising the bar for Public Sector Search

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Web [publicsectorsearch.com](http://publicsectorsearch.com)

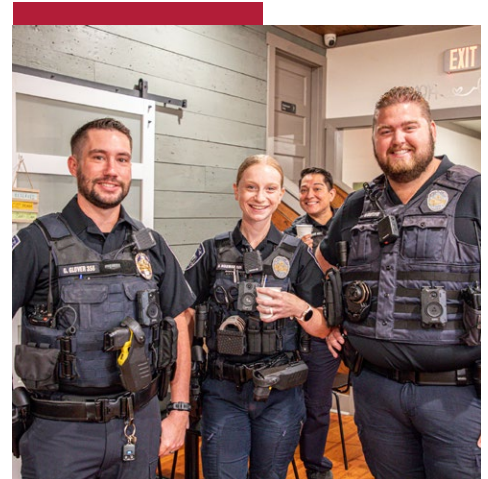
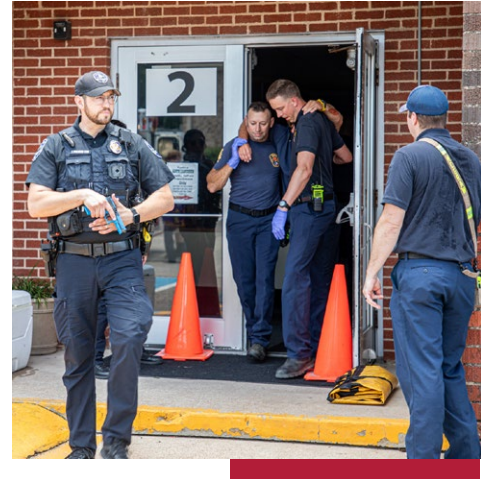


# TEMPLE POLICE DEPARTMENT

# 2025 ACCOMPLISHMENTS & MILESTONES

**In 2025, the Temple Police Department (TPD) finalized several infrastructure, technology, and training milestones:**

- Conducted weapons transition for all sworn personnel.
- Implemented Virtual Reality devices to train officers on new equipment, critical incident management, and de-escalation
- **Deployed Advanced Mobile Command Post:** high-tech mobile unit equipped for disaster response and on-site crime investigations.
- **Project Centurion Records System:** Launched a regional records-sharing platform, enabling real-time data exchange with other Bell County law enforcement agencies.
- **Training Facility Upgrades:** Completed a new Simunition House for tactical training and a specialized Driving Skills Pad for emergency vehicle operations.
- **One Mind Campaign Certification:** Achieved 100% department-wide certification in mental health awareness training, including specialized Crisis Intervention Training (CIT).
- **Public Safety Campus Expansion:** Broke ground on a \$14 million expansion, including a new shooting range and dedicated police classroom building.
- **ABLE Training Implementation:** Initiated department-wide Active Bystander in Law Enforcement training to enhance peer intervention and professional ethics.
- **Technological Integration:** Expanded the use of unmanned aerial systems for safety, and tactical support.
- Launched new jiu jitsu based defensive tactics program.





# TEMPLE POLICE DEPARTMENT

# 2026 GOALS AND OPPORTUNITIES

**For 2026, the Temple Police Department (TPD) is focusing on infrastructure expansion, technology modernization, and refined community policing as part of the public safety budget allocation.**

## **Key Infrastructure & Facility Goals**

- Public Safety Training Center Expansion: Construction is progressing on a \$14 million facility that will serve as a primary training hub in 2026. Key targets for this campus include:
- Completion of a modern indoor shooting range with integrated storage.
- Opening of a new TPD classroom building to centralize officer education.
- Activation of dedicated K-9 training spaces and defensive tactics areas.
- Virtual Reality (VR) Training: Integrating VR technology within the new training center to simulate high-pressure scenarios, critical incident management, and de-escalation for officers.



## **Operational & Technology Initiatives**

- Regional Intelligence Integration: Building on the 2025 launch of Project Centurion, the goal for 2026 is to ensure seamless, real-time data sharing across all Bell County law enforcement partners through the unified Records Management System (RMS).
- Patrol District Optimization: Solidifying the transition to the 10-district patrol model to maintain fast response times and proactive neighborhood coverage as Temple remains one of the fastest-growing cities in Texas.
- Hardware Modernization: The city's strategic plan includes replacing aging mobile data laptops in police vehicles to ensure officers have reliable field access to digital tools.
- Enhanced Technology Capabilities: Increasing the deployment of unmanned aerial systems and license plate readers to assist in crime prevention, traffic enforcement and response to calls for service



## **Community & Workforce Development**

- Shift Schedule Transition: Aiming to move patrol squads from 12-hour shifts to 10-hour shifts to improve officer wellness and ensure consistent staffing overlaps during peak hours.
- Community Partnership (ABLE): Expanding the Active Bystandership in Law Enforcement (ABLE) program to foster a culture of peer accountability and transparency within the force.
- Specialized Recruitment: Continuing to focus on hiring and retaining investigators and community services personnel to match the needs of the growing population.

