



City of Princeton, Texas

CHIEF OF POLICE



The Community

Princeton, Texas, is a rapidly growing city in Collin County, which is currently the fastest growing county in Texas. Covering 7.5 square miles, Princeton is situated between McKinney and Greenville on U.S. Highway 380 and is approximately 30 miles northeast of Dallas and 38 miles from DFW International Airport. Collin County Regional Airport is eight miles west of Princeton and is the home of the largest and most active corporate flight department in the Dallas area. Princeton residents enjoy the benefits of small town living combined with access to the thriving business, cultural, and social districts of the Dallas-Fort Worth area in a quiet, family-oriented setting.

The area was originally inhabited by T.B. Wilson and his brother, George, who began farming there in the late 1870s. They named the area Princeton in 1888 after Prince Dowlin, a landowner and promoter of the town. The city was incorporated in 1912, and Princeton's location in the rich agricultural region of the Blackland Prairie helped it grow into a retail and commercial center for farmers. The area provided mills and grain elevators for wheat, corn, onions, and sorghum, and it also housed a lumber factory that grew to become the state's largest producer of bois d'arc lumber. The growth of the Dallas metropolitan area and the emergence of nearby Plano as the business center for Collin County caused the population of Princeton to increase to 3,408 by 1982. By 1988, the city was surrounded by horse and cattle ranches and productive farms, and there were more than thirty businesses. Because of its prime location, and relative low cost of living, Princeton is increasingly a popular choice for people looking for a great place to live.

Since the 2000 US Census, Princeton's population has experienced a rapid growth rate, which continues to escalate at a rate of 8-10% annually. In 2014, Princeton's population was 8,679, and currently the estimated population is 12,822. Due to the city's rapid growth, its location has opened opportunities for retail and commercial growth and has become a popular target for planned residential development in the eastern part of Collin County. Princeton's projected build-out population is over 100,000.

Princeton's location on the north shore of Lake Lavon, an approximately 22,000 acre reservoir formed by a dam on the east fork of the Trinity River, provides for a variety of recreational amenities. There are four major park areas located along the lake shore in the Princeton area that provide camping, picnic areas, and swimming facilities. The lake is used for fishing and all types of water recreation activities. Additionally, the city hosts several popular annual events, including April Beautification Month, Easter Egg Hunt, Fall Festival, Christmas Tree Lighting, Movie in The Park, and July Spectacular, which features arts and craft vendors, fireworks, and live music.

The city is served by Princeton ISD, a 5A school district that consists of four elementary schools (grades K-5), one intermediate school (grade 6), one junior high school (grades 7-8), and one high school (grades 9-12). The district has an excellent reputation and received an overall "A" rating in the Texas Education Agency's 2018 accountability rating. There are several universities and colleges in the area, including Collin College, Texas Woman's University, University of North Texas (Denton), and Texas A&M University (Commerce), in addition to Dallas area universities and colleges such as Southern Methodist University, University of Texas at Dallas, and Richland College.

Princeton is a supportive and forward-thinking community with a low crime rate, low cost of living, and high quality of life. The city has a median home value of \$138,200 and a median household income of \$51,952.

Governance & Organization

Princeton is a Type A General Law city with a City Council composed of five members, including the Mayor. The Council selects a professional City Manager who is responsible for the daily administration of all City of Princeton operations. The City Manager's Office prepares and executes the annual budget as well as oversees enforcement of all City ordinances, resolutions, contracts, rules, and regulations. The Chief of Police reports directly to the City Manager.

About the Department

The Princeton Police Department has 23 authorized police officer positions, with two police officers serving as school resource officers at Princeton schools. The department is well-equipped with an up-to-date vehicle fleet and recently updated records management system. A new police facility is planned as part of the new municipal campus.

Leadership & Innovation

The City of Princeton is growing and this growth trend is expected to continue for the foreseeable future. The population is predicted to approach 100,000 at buildout. As such, the Police Department will see future growth and expansion, and the new Chief of Police will be instrumental in defining and managing the growth and development of the Police Department. This opportunity will require a candidate with the ability to envision the future and strategically manage the growth process.

The new Chief of Police will play an integral role in planning and designing a new police facility which is planned as part of a new Princeton municipal complex. Additionally, recruiting, hiring, training, and retaining new, highly skilled personnel will be critical for filling vacancies and adding new positions as the organization expands to meet the increased workload demands brought on by consistent and rapid community growth.

Ideal Candidate

The City of Princeton seeks a committed, decisive, service-oriented, and enthusiastic Chief of Police who will lead the department with integrity, vision, consistency, and honesty. This is a great opportunity for an experienced law enforcement professional to guide a police department through a period of transition and growth, as the community it serves changes and grows. As Princeton continues to progress and develop, the new Chief of Police will utilize best practices and a strategic planning process to help the City successfully and safely navigate this growth. The ideal candidate will foster an organizational culture of integrity, trust, and engagement to transform Princeton into the premier law enforcement agency in Collin County.

The chosen candidate will be an experienced and competent manager who can interact harmoniously with the community and staff. The next Chief of Police will be politically astute, without being political, and will have exceptional interpersonal skills. The Chief will act as a spokesperson on behalf of the City and must handle all interactions with tact and diplomacy. An experienced public speaker with excellent communication skills, the selected individual will be comfortable speaking in uniform and will represent the police department and City with the utmost integrity and professionalism. The ideal candidate will be a positive pillar of the community who builds trust with the City's diverse workforce and citizenry.

The new Chief of Police will have a strong background in implementing consistent and sound police policies and practices. The ideal candidate will be committed to recruiting, hiring, training, and retaining a service-oriented workforce and must have a demonstrated ability for implementing strong leadership development programs, providing mentoring and regular training for quality leadership and line-level personnel. A Chief who shows visible support for officers and non-sworn personnel and treats all with equality is strongly desired.





Ideal Candidate, continued

An even-handed leader with a high moral character, the new Chief of Police will guide the department in accomplishing objectives and goals and will foster a culture of accountability and transparency. The Chief will delegate with clarity and authority and effectively communicate expectations to staff to ensure the department runs efficiently. A demonstrated passion to lead the department in making genuine community connections will be essential.



Education & Experience

The selected candidate must hold a bachelor's degree in criminal justice, police science, or public administration from an accredited college or university and have 15 years of certified law enforcement experience, three (3) years of which have included command level experience in a law enforcement agency. An equivalent combination of education and experience that provides the required knowledge and skills will be considered. Certification as a police officer from the Texas Commission on Law Enforcement (TCOLE) is required.*

*A new hire from out-of-state must be currently eligible under TCOLE standards for out-of-state peace officers and become certified in Texas within one year of employment.

COMPENSATION & BENEFITS

The salary range for this position is \$85,000 to \$100,000 depending on qualifications and experience. The City of Princeton provides a generous benefits program including health, dental, life insurance, and paid vacation and sick leave. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% percent employee deposit rate with a municipal matching ratio of 2:1.



Application Process

Please apply online at:
<http://bit.ly/SGRCurrentSearches>

First review of applications will occur November 15, 2018.

For more information on this position contact:

Larry Boyd, Senior Vice President
Strategic Government Resources
LarryBoyd@GovernmentResource.com
469-261-5113

This position is open until filled. To view the status of this position, please visit:
<http://bit.ly/SGRCurrentSearches>

The City of Princeton is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.



RESOURCES

CITY OF PRINCETON
PRINCETONTX.GOV

POLICE DEPARTMENT
PRINCETONTX.GOV/DEPARTMENTS/POLICE-DEPARTMENT

PRINCETON CHAMBER OF COMMERCE
PRINCETONTXCHAMBER.COM

PRINCETON ISD
PRINCETONISD.NET

