



DEPUTY CHIEF OF POLICE

Bartow, Florida

Annual Salary:

\$107,548.78 - \$141,066.46



Are you an ethical, steady, and community-focused law enforcement professional ready to take on a senior leadership role? If so, apply to be the City of Bartow's next Deputy Chief of Police.

We're seeking an exceptional Deputy Chief of Police who is:

- Experienced in overseeing complex police operations
- Skilled at building collaborative, high-performing teams
- Committed to strengthening community trust and public safety

Bartow, known as the "City of Oaks and Azaleas," offers a welcoming, family-oriented environment in Central Florida. Read on to learn more about this opportunity!



ABOUT THE COMMUNITY

Bartow is a city of roughly 22,000 residents and serves as the county seat of Polk County. Known as the “City of Oaks and Azaleas,” Bartow combines the charm of a historic town with the resources of a regional government hub. The City is home to numerous county, state, and federal offices, including the Florida Department of Transportation’s District One headquarters.

Located at the crossroads of US-98, State Route 60, and US-17, Bartow is less than an hour from both Tampa and Orlando International Airports and the Port of Tampa. Within a short drive are some of the world’s top attractions, including Disney World, Legoland, and Busch Gardens.

Bartow residents enjoy a variety of cultural and recreational opportunities, from annual arts and craft festivals to historic downtown events, a local craft brewery, and the Florida Historic Golf Trail. Outdoor enthusiasts can explore the Mosaic Peace River Park, Circle B Bar Reserve, and over 550 freshwater lakes across Polk County. The Fort Fraser Trail provides more than seven miles of paved pathway linking Bartow to Lakeland.

Bartow’s schools are consistently recognized among the best in the region. Bartow High School hosts a nationally ranked International Baccalaureate program, and Summerlin Academy offers a rigorous military-style curriculum. Opportunities for higher education are also close by, including Florida Polytechnic University and Polk State College.



POPULATION
22,084



MEDIAN HOUSEHOLD INCOME
\$60,944



MEDIAN HOME VALUE
\$210,400
AVERAGE MONTHLY RENT
\$1600

Tourism



History



GOVERNANCE & ORGANIZATION

Bartow operates under a Commission form of government. The five-member City Commission elected serves as the policymaking body, while the City Manager directs daily operations. Two Commissioners are elected at large, and three by district, with no term limits. The Commission also appoints the City Attorney and City Manager as Charter Officers.

The City provides a broad range of municipal services including police, fire, utilities, public works, permitting and inspections, parks and recreation, library services, and more. Bartow employs about 336.5 staff and operates with a FY 2026 budget of \$136.4 million for all operating and capital budgets (excluding transfers), supported in part with an ad valorem property tax of 6.1080 mills.

THE JOB

The Bartow Police Department is committed to proactive, community-oriented policing built on respect, integrity, service, and excellence. With 49 sworn and 26 civilian positions, the Department provides patrol, investigations, traffic enforcement, K-9, and community outreach programs.

The Police Department attained accreditation through the Commission for Florida Law Enforcement Accreditation (CFA) in 2020 and received re-accreditation in 2023. Additionally, the Bartow Police/Fire Communications Center received its initial accreditation by the Florida Telecommunications Accreditation Commission in 2022.

Reporting directly to the Chief of Police, the Deputy Chief of Police provides senior administrative and operational support. The role oversees the Patrol, Investigations, and Support Services divisions and ensures efficient, disciplined, and accountable performance. The Deputy Chief assists in strategic planning, budgeting, and interagency coordination, and represents the Department in the Chief's absence.

This position plays a critical role in sustaining Bartow's commitment to public safety while fostering strong relationships with the community and partner agencies.

Full Job Description



DIVISIONS

- UNIFORMED PATROL & K9 UNITS
- CRIMINAL INVESTIGATION SECTION
- CRIME SCENE/EVIDENCE
- EMERGENCY COMMUNICATIONS CENTER
- RECORDS SECTION
- COMMUNITY SERVICES TEAM
- ACCREDITATION

DEPARTMENT QUICKFACTS



EMPLOYEES
FULL-TIME
75

49 SWORN
26 CIVILIAN

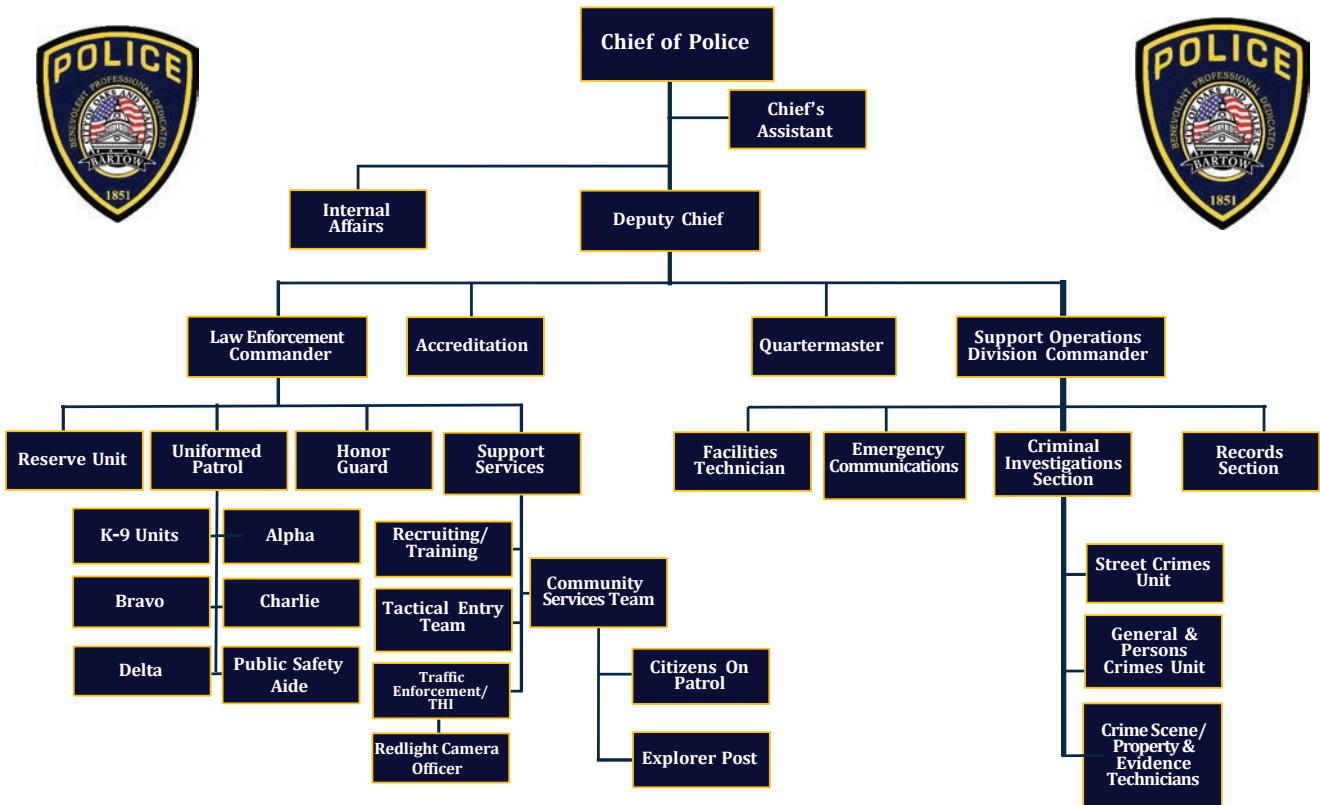


DEPARTMENT BUDGET
\$9.5
MILLION

KEY PROJECTS FOR 2025-2026

- COMPLETION OF RED-LIGHT CAMERA INSTALLATIONS AT 16 INTERSECTIONS
- DEPLOYMENT OF BODY-WORN AND IN-CAR VIDEO SYSTEMS
- EXPANSION OF "PARK, WALK & TALK" COMMUNITY POLICING PROGRAM
- RENOVATION OF POLICE DEPARTMENT HEADQUARTERS
- RECRUITMENT, RETENTION, AND SUCCESSION PLANNING INITIATIVES UNDER THE "EMPLOYER OF CHOICE" PROGRAM

BARTOW POLICE DEPARTMENT





THE IDEAL CANDIDATE

The City of Bartow is seeking a principled, service-oriented Deputy Chief of Police who will lead with integrity, vision, and accountability. The ideal candidate will be decisive yet approachable, committed to building trust, transparency, and confidence in the Department's effectiveness. They will be an advocate for community policing and innovative problem solving, using data-driven strategies, technology, and social media to strengthen operations and enhance engagement. A strong background in investigations, contemporary law enforcement practices, and interagency collaboration is important, along with the ability to represent the Department positively in public and with the media.

The successful candidate will be a team builder who inspires enthusiasm, unity, and a shared sense of purpose across sworn and civilian staff. Experience recruiting, hiring, retaining, and mentoring officers is strongly desired, as is a demonstrated commitment to developing future leaders through succession planning. The next Deputy Chief should bring experience working with accredited agencies, a progressive collective bargaining background, and the ability to maintain constructive union-management relationships. A track record of success in diverse social and economic environments is highly valued. Active involvement in state and national law enforcement organizations, along with bilingual skills, will be considered a plus.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in criminal justice, criminology, public administration, or related field
- At least 10 years of law enforcement experience, holding the rank of Police Captain or higher
- Possess or have the ability to obtain certification as a Law Enforcement Officer from the Florida Criminal Justice Standards and Training Commission
- Valid Florida driver's license

Preferred:

- Master's degree
- Completion of advanced leadership programs (FBI National Academy, SMIP, Northwestern Command, Louisville AOC, etc.)
- Experience in accredited agencies
- Strong background in tactical operations, investigations, labor relations, succession planning, and community-policing programs



SALARY & BENEFITS

The City of Bartow offers a competitive starting salary \$107,548.78 - \$141,066.46 DOE/DOQ.

Retirement: Participation in a police pension plan with vesting following six years of completed service, plus an optional 457 deferred compensation plan.

Insurance: Medical, dental, and vision coverage, with additional options for accidental death, dismemberment, and long-term disability.

Leave: Paid annual leave, sick time, and 12 paid holidays.

Additional Benefits: Assigned take-home vehicle, professional development opportunities, and participation in the City's "Employer of Choice" program, which includes career ladders, equitable pay practices, and a signing bonus for sworn officers.

HOW TO APPLY

Apply Here



For more information on this position, contact:

Doug Thomas, Executive Vice President

DouglasThomas@GovernmentResource.com | 863-860-9314

The City of Bartow is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check. Pursuant to Florida law, all applications are a public record once submitted and available for disclosure upon receipt of a public records request.