



# CHIEF OF POLICE

Police Department  
Fate, Texas

**Annual Salary:**

\$146,839 – \$172,752 DOE/DOQ



Are you an experienced law enforcement leader who can guide a growing department while strengthening community relationships and maintaining a commitment to professional policing? **If so, apply to be the City of Fate's next Chief of Police!**

We're looking for an exceptional and visionary leader who is:

- An excellent communicator with staff, elected officials, and the community
- Politically astute and able to work effectively within a Council-Manager government
- Experienced in managing operations and planning for growth in a rapidly developing community

This role provides an exciting opportunity to lead a professional department and help shape the future of public safety in one of the fastest-growing communities in North Texas.



# ABOUT THE COMMUNITY

Fate, Texas is a rapidly growing community with a welcoming small-town atmosphere and convenient access to the Dallas-Fort Worth metropolitan area. Located in Rockwall County about 28 miles east of downtown Dallas along Interstate 30, Fate provides residents with the benefits of suburban living while maintaining close connections to major employment centers, cultural attractions, and regional amenities.

Over the past two decades, Fate has experienced significant growth as families and businesses have discovered its high quality of life, strong schools, and attractive housing options. The community continues to expand with new residential developments and thoughtful commercial growth while preserving open spaces and maintaining a strong sense of community identity.

Residents enjoy a wide variety of parks, hike-and-bike trails, and neighborhood amenities. Community events such as Celebrate Fate and the annual Christmas Tree Lighting bring residents together throughout the year. Nearby Lake Ray Hubbard provides opportunities for boating, fishing, and outdoor recreation, while the broader DFW region offers professional sports, arts, entertainment, and dining.

Education is a point of pride for the community, with students served by Rockwall ISD and Royse City ISD. Numerous colleges and universities are also located within commuting distance, including the University of Texas at Dallas and East Texas A&M University.

As the city continues to grow, Fate remains committed to maintaining a safe community and delivering high-quality public services that support residents, businesses, and visitors alike.

[History](#)



[Tourism](#)



POPULATION  
**28,772**



MEDIAN HOUSEHOLD INCOME  
**\$132,752**



MEDIAN HOME VALUE  
**\$384,300**

AVERAGE MONTHLY RENT:  
**\$2,500**

# GOVERNANCE & ORGANIZATION

The City of Fate operates under a Council-Manager form of government. The City Council consists of the Mayor and six Council Members, all elected at-large for three-year staggered terms. The City Manager oversees daily operations and provides strategic leadership for municipal services.

## The City provides a full range of services including:

- Police and Fire Services
- Planning and Development
- Streets and Infrastructure Maintenance
- Parks and Recreation
- Water and Wastewater Utilities
- Municipal Court and Administrative Services

The organization employs just over 100 employees and operates with an annual budget exceeding \$50 million.



City Hall



## THE JOB

The Fate Police Department is responsible for protecting life and property, enforcing local and state laws, preventing crime, and fostering strong partnerships with the community. The department works collaboratively with local, county, state, and federal agencies while maintaining a strong commitment to professional policing and community engagement.

### Reporting to the City Manager, the new Chief of Police will:

- Provide overall leadership, direction, and management of the Police Department
- Develop and implement departmental policies, goals, and strategic priorities
- Manage departmental operations, staffing, and the annual police budget
- Maintain strong relationships with the community, City Council, and regional partners
- Guide the department through continued growth while ensuring high standards of professionalism and accountability

## DEPARTMENT STRUCTURE

### Divisions within the department:

- Patrol Operations
- Criminal Investigations
- Administrative / Support Services



EMPLOYEES

31



AVERAGE ANNUAL CIP BUDGET

\$13.2 MILLION

## KEY PROJECTS FOR 2026

- Supporting the department's growth to match rapid community expansion
- Strengthening community engagement and public safety partnerships
- Continuing to develop modern policing strategies and professional training programs
- Provide input and oversight regarding the construction of the new police building

[FULL JOB DESCRIPTION](#)





## IDEAL CANDIDATE

The ideal candidate will be a forward-thinking law enforcement professional with extensive municipal policing experience and a strong commitment to community engagement. This leader will bring both strategic vision and operational expertise to guide the department through a period of sustained growth.

Successful candidates will demonstrate integrity, professionalism, and strong communication skills when working with officers, City leadership, and residents. The next Chief must be politically aware while remaining focused on ethical decision-making and sound public safety practices.

This individual will foster a culture of transparency, accountability, and trust within the department while empowering staff and supporting professional development. Experience leading organizational change, managing complex operations, and working collaboratively with elected officials and community stakeholders will be essential for success in this role.

## EXPERIENCE & QUALIFICATIONS

### Required:

- Bachelor's degree in Criminal Justice, Public Administration, or a related field, or the equivalent combination of education and relevant professional experience.
- Minimum of 10 years of municipal law enforcement experience
- A minimum of 3 years of command-level leadership experience
- Master Peace Officer Certification from the Texas Commission on Law Enforcement
- Valid Texas driver's license

### Preferred:

- Master's degree in Criminal Justice, Public Administration, or related field
- Experience working in a rapidly growing community
- Demonstrated success in community policing and organizational leadership
- Experience working closely with elected officials and municipal leadership
- Permanently reside less than a 60 minute response time to the police department



## SALARY & BENEFITS

The City of Fate offers a competitive compensation and benefits package designed to support employee health, wellness, and long-term financial stability.

**Compensation:** \$146,839 – \$172,752 DOE/DOQ

**Health Benefits:** Comprehensive medical, dental, and life insurance coverage provided by the City. A \$5,100 Health Reimbursement Account (HRA) is available to help offset dependent premiums or unreimbursed medical expenses. Optional vision, supplemental life insurance, and AFLAC plans are also available.

**Paid Leave:** Employees accrue paid time off based on tenure with the City, beginning with approximately 20 days annually and increasing with years of service.

**Retirement:** The City participates in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 employer match, with five-year vesting.

**Additional Perks:** The City provides a vehicle and cell phone for the position. Administrative staff work a flexible schedule of four 9-hour days Monday through Thursday and a half day on Friday. Relocation assistance may also be available for the selected candidate.

## HOW TO APPLY

Apply Here



For more information on this position, contact:  
**Andy Kancel, Senior Vice President**

[andykancel@governmentresource.com](mailto:andykancel@governmentresource.com) | (817) 994-6295

*The City of Fate 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.*