

POLICE CHIEF

City of Live Oak, Texas

Annual Salary:
Full Salary Range $137,146 - $208,685 DOQ
Hiring Salary Range $137,146 - $189,057 DOQ

Are you a community-oriented law enforcement executive who sets the bar for ethics and integrity? Do you thrive on building relationships and inspiring a team to achieve a shared vision? If so, the City of Live Oak invites you to apply to become its next Police Chief.

Reporting to the City Manager, the Police Chief provides strategic direction for a 52-employee department that includes police operations, emergency communications, and animal control, serving a close-knit, growing community on the northeast edge of San Antonio.

We're seeking a leader who is:

- Highly visible, approachable, and engaged with the community
- A servant leader who will recognize and build on the department's identity and culture
- A team builder who sets a clear vision and inspires others to achieve it

Live Oak is "The Premier Community to Live, Learn, Work, & Play!" Read on to learn more about this opportunity!

Live Oak TEXAS

Executive Recruitment Provided by SGR

ABOUT THE COMMUNITY

Settled by German families who gave the area its name and incorporated in 1960, Live Oak has grown from its farming and ranching roots into a vibrant community of more than 16,400 residents. The City sits at the high-growth intersection of Interstate 35 and Loop 1604, about 17 miles northeast of downtown San Antonio, and shares borders with San Antonio, Selma, Universal City, and Converse.

Residents love Live Oak for its strong sense of community, convenient location, and quality parks and recreation. Live Oak Park offers a lake for fishing and non-motorized boating, walking trails, disc golf, ball fields, a skate park, and a community pool, while year-round events bring neighbors together and reinforce the City's small-town feel.

Live Oak's economy is anchored by healthcare, financial services, and retail. Northeast Methodist Hospital serves as the hub of a thriving medical district, Randolph-Brooks Federal Credit Union is headquartered in the City, and shopping destinations such as The Forum, Gateway Plaza, and Live Oak Crossing draw visitors from across the region. Students are served by Judson and North East ISDs, and Northeast Lakeview College and Wayland Baptist University offer higher education close to home. Joint Base San Antonio–Randolph is just minutes away.

Beyond the City limits, residents enjoy everything the San Antonio metro has to offer, from the River Walk and Six Flags Fiesta Texas to Morgan's Wonderland and Natural Bridge Caverns. The Texas Hill Country and Austin are about an hour's drive, and San Antonio International Airport is roughly 11 miles away.

History CLICK!

Tourism CLICK!

POPULATION
16,426

MEDIAN HOUSEHOLD INCOME
$79,696

MEDIAN HOME VALUE
$246,300

AVERAGE MONTHLY RENT:
$1,634

ABOUT THE CITY OF LIVE OAK

The City of Live Oak is a full-service municipality committed to delivering responsive, high-quality services that keep the community safe, attractive, and fiscally sound. With approximately 122 employees and a Fiscal Year 2025–2026 budget of $37,999,732, the City maintains an ad valorem tax rate of $0.386734 per $100 of assessed valuation.

City leadership places a strong emphasis on public safety, sound financial stewardship, quality-of-life amenities, and well-managed growth. Employees take pride in serving a community where residents know their neighbors and expect a personal, accessible local government.

GOVERNANCE & ORGANIZATION

Live Oak is a home-rule city operating under the council-manager form of government. The Mayor and five City Council members are elected at large to two-year terms, with no term limits. The City Council appoints the City Manager, who oversees daily operations and appoints department directors, including the Police Chief.

City services include police, fire, emergency communications, animal control, solid waste, wastewater, streets and infrastructure, parks and recreation, economic development, and general administration. The Police Chief works closely with the City Manager, fellow department directors, school districts, and neighboring law enforcement agencies.



THE POSITION

Under the general direction of the City Manager, the Police Chief provides strategic direction for all law enforcement operations in Live Oak. The Chief sets department goals and objectives, develops and implements policies and procedures, directs budget preparation, and ensures resources and staff are deployed effectively.

The Chief also monitors legislative issues affecting public safety, coordinates with City leadership and other law enforcement agencies, and serves as a visible ambassador for the department, conferring with residents and City officials on law enforcement activities and community needs.

The successful candidate will provide executive leadership for:

- Patrol, investigations, crime prevention, and community-oriented policing
- Emergency communications and animal control services
- Department budgeting, staffing, and resource allocation
- Policy development, training, and accreditation compliance
- Maintaining the department's Law Enforcement Best Practices Recognition
- Mentoring and career development for police personnel

FULL JOB DESCRIPTION

CLICK!

DEPARTMENT STRUCTURE

Divisions Reporting Through the Police Department

- Patrol
- Criminal Investigations
- Administration and Records
- Emergency Communications
- SWAT
- Crime Victims Assistance
- Community Programs
- Animal Control

TOTAL EMPLOYEES

52

POLICE DEPARTMENT BUDGET:

$5,687,630

TELECOMMUNICATIONS SERVICES BUDGET:

$1,084,125

ANIMAL CONTROL BUDGET:

$450,462

KEY INITIATIVES

The next Police Chief will have the opportunity to build on a strong foundation and shape the department's future. Key areas of focus include:

Community Engagement & Visibility Strengthen the department's connection with residents, businesses, and schools through visible leadership, accessible communication, and community programs that build lasting trust and partnership.

Organizational Stability & Team Development Honor and build on the department's established identity and culture while providing steady, consistent leadership that supports morale, recruitment, and retention; develop the next generation of leaders through mentoring, training, and clear career pathways.

Professional Standards & Best Practices Uphold the department's Law Enforcement Best Practices Recognition, keep policies current with state law and evolving standards, and reinforce a culture of accountability, ethics, and integrity.

Technology & Innovation Leverage tools such as modern records management, and emergency communications technology to improve efficiency, support investigations, and keep pace with a growing community.

IDEAL CANDIDATE

The City of Live Oak is seeking a servant leader who will recognize and build on the department's identity and culture. The ideal candidate is a community-oriented leader who is highly visible and engaged with those they serve, approachable and available to the community, and a familiar presence at neighborhood events, school functions, and civic gatherings.

This chief executive will bring a track record of managing with stability and consistency and will set the bar with the highest level of ethics and integrity. Politically savvy, compassionate, and grounded in a sense of humility, they will also bring the command presence that residents, elected officials, and officers expect.

A collaborative leader and true team player, the next Police Chief will be fair and consistent, value staff, and prioritize relationships at every level of the organization. They will build relationships through mutual trust and respect, clearly set out a vision for the department, and inspire officers and civilian staff to achieve it.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in criminal justice or a related field
- Ten (10) years of progressively responsible law enforcement experience, including five (5) years in a command staff position
- An equivalent combination of education, training, and experience may be considered
- TCOLE Master Peace Officer certification or the ability to obtain within 180 days of hire date
- Valid state driver's license

Preferred:

- Graduate of a recognized executive leadership program, such as the FBI National Academy, LEMIT Leadership Command College, or Senior Management Institute for Police
- Experience with the Texas Law Enforcement Best Practices Recognition Program or similar accreditation
- Experience leading community-oriented policing in a suburban community of comparable size



SALARY & BENEFITS

The City of Live Oak offers a salary range of $137,146 - $208,685 DOQ, and a hiring salary range of $137,146 - $189,057 DOQ, depending on qualifications, along with a competitive benefits package.

Compensation

- Salary range of $137,146 - $189,057 (DOQ)
- Take-home vehicle and City-issued cell phone

Health & Wellness

- Medical, dental (DHMO), basic life (1x annual salary), long-term disability, and AD&D insurance, paid at 100% for employees
- City contribution of 45% toward dependent coverage
- Vision coverage and Flexible Spending Account

Retirement

- Texas Municipal Retirement System (TMRS) with a 7% employee contribution and 2:1 City match
- Participation in Social Security

Paid Leave

- Vacation and sick leave
- Paid holidays, a floating holiday, and a longevity day

Other Benefits

- Tuition reimbursement
- Flexible scheduling

Live Oak offers the rare opportunity to lead a respected department in a close-knit community with the amenities of a major metro area right next door.

HOW TO APPLY

Apply Here

For more information on this position, contact:
Andy Kancel, Senior Vice President
andykancel@governmentresource.com | (817)994-6295

The City of Live Oak 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.