

CHIEF OF POLICE

Annual Salary:
$135,000 – $185,000, DOQ

City of Edinburg, Texas

Are you a progressive, visible, servant-leader with a record of building trust across diverse communities? Are you ready to lead a respected police department in the fastest-growing large city in the Rio Grande Valley? If so, the City of Edinburg invites you to apply to become its next Chief of Police.

Reporting to City Management, the Chief of Police serves as the executive leader of the Edinburg Police Department, a team of 195 sworn officers and 72 professional staff serving a community of more than 110,000 residents. We're seeking a leader who is:

- A person of uncompromised integrity who leads by example
- An approachable communicator committed to community-oriented policing
- A strategic planner ready to scale the department alongside a growing city

Edinburg is for Everyone – read on to learn more about this opportunity!

Executive Recruitment Provided by SGR

ABOUT THE COMMUNITY

Located at the northernmost point of the Rio Grande Valley, Edinburg is the gateway to South Texas and the county seat of Hidalgo County. Its proximity to the U.S.–Mexico border creates exceptional opportunities for international trade, commerce, logistics, travel, and recreation, and seamless highway connections link residents to San Antonio, Corpus Christi, and Monterrey, Mexico. Safe, family-friendly, and vibrant, Edinburg offers an outstanding quality of life, excellent schools, and world-class healthcare.

Residents enjoy a lively arts, entertainment, and recreation scene. National acts headline at the Bert Ogden Arena, the largest indoor arena in South Texas, and Robert and Janet Vackar Stadium hosts UTRGV Vaqueros Division I - FCS football. Nature lovers explore municipal trails, neighborhood parks, and the Edinburg Scenic Wetlands & World Birding Center, while the Museum of South Texas History has preserved the region's multicultural heritage for more than 50 years. Signature events include the South Texas International Film Festival, the Edinburg UFO Conference & Festival, Frida Fest, Los Muertos Bailan, Fiesta Edinburg, and the Night of Lights Parade.

Edinburg Consolidated ISD serves more than 33,000 students across 45 campuses, complemented by South Texas ISD magnet schools, Vanguard Academy, IDEA Public Schools, and private institutions. Higher education anchors include the University of Texas Rio Grande Valley and its School of Medicine, South Texas College, and the Texas A&M University Higher Education Center at McAllen. DHR Health and South Texas Health System anchor a regional medical hub.



POPULATION
110,700

MEDIAN HOUSEHOLD INCOME
$59,466

MEDIAN HOME VALUE
$189,600

MEDIAN GROSS RENT
$996

Tourism CLICK!

History CLICK!

ABOUT THE CITY OF EDINBURG

According to a recent study conducted by UTRGV, Edinburg is the #1 fastest-growing city in the Rio Grande Valley, the 7th fastest-growing city in Texas among cities with populations over 100,000, and the 19th fastest-growing city in the nation among cities of that size. Its population has climbed from 100,243 in the 2020 Census to more than 110,000 today. The City is a four-time All-America City honoree of the National Civic League, a distinction that reflects its civic spirit and its motto: Edinburg is for Everyone.

The local economy is anchored by healthcare, education, and government. Major employers include Doctors Hospital at Renaissance Health, one of the largest physician-owned health systems in the nation; UTRGV, which is headquartered in Edinburg; Edinburg CISD; South Texas Health System; the U.S. Customs and Border Protection Rio Grande Valley Sector headquarters; Hidalgo County; the Texas Department of Criminal Justice; and the City of Edinburg itself. Continued commercial and residential annexation keeps the City focused on planning for growth.



GOVERNANCE & ORGANIZATION

Edinburg operates under the Council-Manager form of government. The City Council consists of an elected Mayor and four Council Members serving staggered four-year terms.

City Manager Myra L. Ayala brings more than 29 years of municipal experience. She has served the City since 1998, including as City Secretary and as Director of Business Operations & Marketing for the Edinburg Economic Development Corporation, before her appointment as City Manager in 2022. She is supported by Assistant City Managers Tom D. Reyna, Jesus R. Saenz, and Nelda T. Ramirez, who together bring decades of institutional knowledge.

A full-service city, Edinburg operates with an annual budget exceeding $170 million and approximately 1,300 full- and part-time employees. The adopted property tax rate is $0.6300 per $100 of assessed valuation.

ABOUT THE JOB

The Chief of Police is the executive leader of the Edinburg Police Department and reports directly to City Management. The Chief directs a modern public safety agency encompassing proactive law enforcement, constitutional policing, crime prevention, and community engagement.

The Chief establishes strategic vision, administers the departmental budget, leads sworn and civilian personnel, and maintains collaborative partnerships with municipal, county, state, and federal law enforcement agencies across the region. The Chief also attends City Council meetings, serves on boards and commissions, and is a visible presence at civic, school, faith, and neighborhood gatherings.

The successful candidate will provide executive leadership for:

- Executive Leadership & Vision: Directing all operations, policies, and service initiatives in alignment with City Council priorities and City Management guidance
- Continuous Operational Improvement: Analyzing service delivery, response metrics, and crime statistics, and leveraging intelligence-led policing and modern public safety technology
- Personnel Administration & Accountability: Cultivating professional ethics, transparency, and accountability through fair internal investigations, grievance resolution, and performance management
- Policy & Resource Management: Establishing standard operating procedures, long-range capital and facility plans, and responsible budget administration
- Community Engagement: Serving as the primary public safety liaison with neighborhood associations, civic organizations, businesses, schools, and media partners

Full Job Description



DEPARTMENT STRUCTURE

Guided by its mission to serve and protect the lives and property of all citizens, the Edinburg Police Department is organized around core divisions supported by specialized units and a robust slate of community programs.

Divisions Reporting Through the Police Department

- Patrol Operations
- Criminal Investigations (CID)
- Community-Oriented Policing Services (COPS)
- Traffic Enforcement
- Support Services & Training
- Public Safety Communications / 911 Dispatch
- Child Protective Legal Services

Organizational Quick Facts

- **Sworn Officers:** 195
- **Professional Civilian Staff:** 72
- **Service Area:** 44.7 square miles
- **Department Budget:** $29,983,451 (FY 2026–27)
- **Specialized Units:** Auto Theft Task Force, SWAT/Tactical Team, K-9, UAS/Drone Aviation, Motorcycle Traffic, Crime Scene/ Forensics, and Crisis Intervention/Mental Health
- **Community Programs:** Coach 5-0, Coffee with a Cop, Community Clergy, Dog Walker Watch, Business Watch, and the Blue Santa Toy Drive
- **National Night Out:** Ranked 9th in the nation by the National Association of Town Watch, one of only five Texas cities in the top 10

KEY INITIATIVES

The next Chief of Police will lead the department through a period of growth and opportunity, with a focus on the following priorities.

Managing Rapid Growth
As Edinburg continues its commercial and residential annexations, the Chief will strategically scale officer staffing, fleet resources, substation facilities, and technology to keep pace with a fast-growing city.

Labor & Employee Relations
The Chief will cultivate transparent, collaborative relationships with police association representatives and departmental personnel, building trust at every level of the organization.

Principled, Non-Partisan Leadership
The Chief will bring political neutrality, diplomacy, and executive objectivity to a dynamic municipal environment, serving the entire community with fairness and consistency.

Culture, Mentorship & Succession Planning
The Chief will foster high morale and officer wellness, build fair promotional pathways, and establish structured command-level mentorship to develop the department's next generation of leaders.

Regional Border & Inter-Agency Collaboration
Edinburg's border-region location calls for effective partnership with county, state (DPS), and federal partners, including CBP, Border Patrol, and HSI, while keeping community-oriented policing at the center of local service.





THE IDEAL CANDIDATE

The City of Edinburg seeks a progressive, visible, servant-leader with exceptional communication skills, emotional intelligence, and an approachable management philosophy. The next Chief will be a person of uncompromised integrity who values workforce diversity, leads by example, and has a demonstrated record of earning trust across diverse community groups.

The ideal candidate brings a participatory, team-oriented leadership style and a thorough understanding of community and problem-oriented policing. They will invest in their people through mentorship, wellness, and fair promotional practices, and will build consensus with labor representatives, City departments, and regional law enforcement partners.

Equally important is a principled, non-partisan approach. The next Chief will work effectively with elected officials and City Management, navigate a dynamic environment with diplomacy and objectivity, and plan strategically to grow the department alongside one of the fastest-growing cities in Texas.





EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Criminal Justice, Public Administration, Police Science, Business Administration, or a closely related field from an accredited college or university; an equivalent combination of advanced education and executive-level command experience may be considered
- At least 10 years of progressive law enforcement experience, including a minimum of five years in senior executive-level command (Captain, Commander, Deputy Chief, Assistant Chief, or Chief of Police) in a comparable or larger municipal agency
- Current Texas Commission on Law Enforcement (TCOLE) license or immediate eligibility, with Advanced or Master certification
- Valid Texas driver's license or the ability to obtain one

Preferred:

- Master's degree in Criminal Justice, Public Administration, or Executive Leadership
- Graduate of an executive command program such as the FBI National Academy, LEMIT Leadership Command College, Senior Management Institute for Police, or Southern Police Institute
- Experience in a fast-growing community or a South Texas/Texas border-region jurisdiction
- Bilingual in English and Spanish

SALARY & BENEFITS

The City of Edinburg offers a salary range of $135,000 – $185,000, DOQ, along with a competitive executive benefits package.

Compensation

- Salary negotiable depending on executive qualifications, certifications, and experience
- City vehicle or vehicle allowance
- City-provided cell phone

Health & Wellness

- Comprehensive medical, dental, and vision insurance options
- City-paid life and AD&D insurance
- Long-term disability and voluntary supplemental plans

Retirement

- Texas Municipal Retirement System (TMRS) with a 7% employee contribution, 2:1 City match, and 10-year vesting
- Voluntary deferred compensation plans

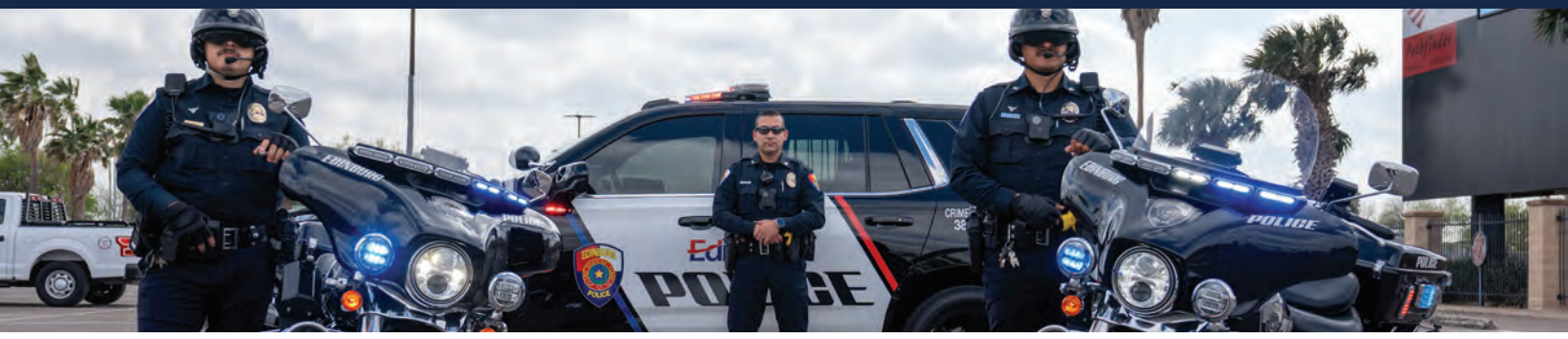
Paid Leave

- Paid vacation leave, sick leave, and municipal holidays

Other Benefits

- Employee voluntary products

Edinburg's comprehensive benefits, competitive compensation, and welcoming community make this an exceptional opportunity for a public safety executive ready to make a lasting impact.



HOW TO APPLY

Apply Here

For more information on this position, contact:
Price Robinson, Senior Vice President
PriceRobinson@governmentresource.com | 432-413-5061

The City of Edinburg is an Equal Opportunity Employer and values diversity in its workforce. Finalist candidates will undergo a comprehensive background screening, psychological evaluation, and credential verification.