



City of Frost
Cityoffrost1930@cityoffrost.net
PO Box X
100 N. Garrity
Frost, TX 76641
903-682-3861
cityoffrost.municipalimpact.com

POLICE CHIEF (Working Chief / Solo Department) City of Frost, Texas Salary: \$50,000 annually + benefits

The City of Frost, Texas is seeking a highly ethical, professionally trained, and self-motivated leader to serve as its next **Chief of Police**. Frost is a small rural community located between Corsicana and Hillsboro.

This is a unique opportunity for an experienced Texas peace officer seeking a small-town leadership role with meaningful community impact, including those pursuing a transition toward retirement service.

Position Summary

The Chief of Police serves as the department head and primary law enforcement officer for the City of Frost. At present, the Chief is the sole peace officer, responsible for day-to-day patrol operations, community engagement, municipal coordination, and department administration.

The Chief will independently manage patrol coverage, reporting, and community presence. **Scheduling is flexible and will be structured around the needs of the City and municipal operations.**

This position is full-time (40 hours per week). Work hours will vary based on public safety needs, including occasional evenings, weekends, and community events.

The City coordinates with county and regional partner agencies for additional support and mutual aid as needed.

Note: The assigned patrol vehicle is a City unit and is stationed at City facilities (not a take-home vehicle).



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Key Responsibilities

- Provide patrol, traffic enforcement, and emergency response services
- Serve as Chief of Police and department head for the City
- Maintain a visible, community-oriented policing presence
- Support Municipal Court functions, including bailiff and summons responsibilities
- Attend City Council meetings and participate in executive leadership coordination
- Ensure compliance with Texas Commission on Law Enforcement (TCOLE) standards
- Provide routine activity reporting and monthly summaries to City leadership

Minimum Qualifications

- Active Texas Peace Officer license through TCOLE (or ability to obtain within required timeframe)
- Minimum of five (5) years of responsible law enforcement experience
- Intermediate or Master Peace Officer Certification strongly preferred
- Demonstrated ability to work independently with sound judgment and professionalism
- Valid Class “C” Texas Driver License (or ability to obtain within 30 days of residency)

Preferred Qualifications

- Prior supervisory or command-level leadership experience
- Completion of an executive leadership program such as:
 - FBI National Academy
 - Texas Law Enforcement Management Institute (TLEMI)
 - Senior Management Institute for Police (SMIP)
 - Equivalent advanced training



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Compensation & Benefits

- **Salary: \$50,000 annually**
- Benefits include TMRS participation and additional employee benefits provided by the City

Hiring Process

The City will conduct an open and structured hiring process, including:

- Application review and qualification screening
- Panel interviews and finalist interviews
- Comprehensive background investigation prior to appointment

Final appointment will be made by the Frost City Council.

How to Apply

Interested candidates must submit a complete application packet including:

- Resume
- Completed City of Frost employment application
- Copy of active TCOLE license
- Copy of driver's license
- Training and certification documentation
- Three professional references

Applications may be submitted by email or dropped off at City Hall:

Email: mayor.frost@cityoffrost.org

Drop-off: City of Frost, 100 N. Garrity Street, Frost, TX 76641

Application Deadline: March 5, 2026

The City of Frost is an Equal Opportunity Employer and values professionalism, integrity, and community trust in public service.