

CEDAR HILL

Police Chief

Cedar Hill, Texas





About the Community

Nestled 20 minutes southwest of downtown Dallas, the City of Cedar Hill borders the eastern shore of Joe Pool Lake and Cedar Hill State Park. This thriving suburb's lush, tree-lined rolling hills and wide-open green space allow for hikes, bike rides and other outdoor recreational opportunities, and from specialty boutiques in historic downtown to enjoying a day on Joe Pool Lake, the community has found a perfect balance of big-city amenities and small-town charm. With convenient access to I-20 and I-35 from U.S. Hwy. 67, Cedar Hill is home to many residents who commute to and from employment in the Dallas-Fort Worth metroplex. The City was incorporated in 1938 under the general laws of the State of Texas and is the oldest organized community in Dallas County. Cedar Hill became a home-rule city in 1975.

Financial Stewardship

Cedar Hill is known for its disciplined and strategic fiscal management. The City's budget reflects community priorities and council goals, aiming to exceed service expectations, maintain healthy fund balances, communicate transparently, and ensure long-term financial and operational resilience.

Strategic Vision & Planning

At its annual retreat, the City Council reaffirmed Cedar Hill's vision, mission, and values, setting strategic priorities in public safety, economic development, planning, communications, and neighborhood revitalization. Each area includes a detailed work plan aligned with the City's broader strategic goals.

Development & Economic Growth

Cedar Hill is a thriving regional retail hub, home to 11 shopping districts and over 3.5 million square feet of commercial space. The city's growth continues with the High Point 67 project by Hillwood, adding up to 2 million square feet of Class A logistics and manufacturing space, expected to generate \$100 million in taxable value and create hundreds of jobs.



Population
49,426



Median Age
36



Median Income
\$85,837



Avg. Home Value
\$350,000

Pratt Industries recently opened a \$200 million, 1-million-square-foot regional center, and another 2 million square feet of commercial development is projected over the next five years.

Since 1994, the Cedar Hill Economic Development Corporation (EDC) has driven strategic growth; attracting targeted industries, revitalizing key areas, and supporting small businesses. Annual revenue has grown from \$150,000 to nearly \$4 million, fueling infrastructure upgrades and business-friendly initiatives. Nationally accredited by the International Economic Development Council, Cedar Hill EDC is recognized for workforce innovation and economic leadership.

Major Developments on the Horizon

- **Balcones Ranch: 840 upscale homes**
- **East Penn: Luxury apartments at Hillside Village**
- **West Midtown: New mixed-use, multi-family and retail projects**
- **Downtown Redevelopment: Transforming City-owned properties**

These projects will welcome thousands of new residents, increasing density and attracting more retail, dining, and entertainment options, making Cedar Hill an even more vibrant place to live and lead.

Cedar Hill families attend Cedar Hill ISD, a district of approximately 7,625 students learning on 11 campuses spread across about 36 square miles. The district is well known for its athletic success, especially in football and basketball, as well as its lauded marching band and choir program. Students excel in the classroom as well, and the district provides the popular Collegiate Pathway, which culminates with scholars earning an associate degree as seniors. Beyond the City's limits, Cedar Hill citizens have easy access to more than 30 colleges and universities throughout the metroplex; in addition, of course, to the many museums, amusement parks, performing arts centers, and sports venues available to North Texas residents.



Governance & Organization

Cedar Hill is a home-rule community governed by a council-manager form of government with a mayor and six council members serving as its legislative body. Council members are elected at large for two-year terms, without term limits. Together, they focus on community goals, major projects, and strategic planning. The City Manager provides day-to-day executive leadership and administration to the municipal organization. Melissa Valadez was appointed City Manager in August 2024 and has served in various capacities within the City for over 23 years. The City of Cedar Hill provides a full complement of traditional municipal services, including a police department, fire department & EMS services, engineering and public works, street maintenance, building inspection and code enforcement services, planning and zoning, parks and recreation services, a public library, municipal court, and human resources. Significant projects recently completed include an award winning library and signature park as well as a lagoon aquatic center. In the current fiscal year, the General Fund Budget is approximately \$50 million, providing a workforce of 358 full-time employees and 52 regular part-time employees.



About the PD

The Cedar Hill Police Department serves and protects with integrity. We are:

- **C**ompassionate: Concern & caring for our community
- **H**onest: Integrity and truth in all actions
- **P**rofessional: In everything we do
- **D**edicated: To build relationships that promote trust and respect

The department consists of 71 sworn police officers and 23 civilian employees within the Administrative Bureau, Field Services Bureau, and Support Services Bureau. The department boasts a wide variety of specialty positions such as the Police and Community team, Commercial Motor Vehicle Enforcement, and Unmanned Aerial Operator division, just to name a few.

CHPD has been a member of the Texas Police Chief's Association Foundation Accreditation Program since 2010.



Our Vision, Mission, & Values

VISION

We envision Cedar Hill as a Premier City that retains its distinctive character; where families and businesses flourish in a safe and clean environment.

MISSION

The mission of the City of Cedar Hill is to deliver the highest quality municipal services to our citizens and customers consistent with our community values.

VALUES



People &
Relationships



Stewardship



Highest ethical
standards,
behavior & integrity



Servant
Leadership

Pursuing Premier

**DISTINCTIVE
CHARACTER**



CLEAN



SAFE



**VIBRANT PARKS,
TRAILS & NATURAL
BEAUTY**



**ENGAGED
COMMUNITY**



**EXCELLENT, SAFE
& EFFICIENT
INFRASTRUCTURE**



**STRONG &
DIVERSE
ECONOMY**



**TEXAS
SCHOOLS
OF CHOICE**

Opportunities

The new Police Chief will assume leadership of a Department that is heavily supported by the City Council, City Management and the Cedar Hill community. The Department is already thought of as providing high quality services and is an industry leader in public safety operations.

The following list outlines the initial priorities for the Chief as seen by the City Management team, department members and partners within the community:

- Seek first to understand: Ensure an in depth understanding of City and Departmental culture from the internal organization to the community at large.
- Focus on relationship building: Dedicate the first 4-6 months of service to implementing various methods of listening to and learning about the community, state of the Police Department and perception of City-wide safety.
- Enhance efficiency: Conduct a staffing and coverage analysis for all divisions and shifts, making suggestions for improvement and strategizing methods to increase efficiency, while maintaining or enhancing current service levels.



Ideal Candidate

The ideal candidate for this position is a forward-thinking, servant leader who prioritizes premier customer service and strong community engagement. This individual understands that effective policing is rooted in trust, transparency, and consistent community outreach.

Successful candidates must bring both passion and an innovative vision for community-oriented policing, empowering officers to form meaningful connections and deliver high-quality service. The next Police Chief will also be committed to developing internal talent and advancing thoughtful succession planning, ensuring the long-term strength, stability, and continued professionalism of the department.

Education & Experience

- Education: A Bachelor's Degree from an accredited college or university in law enforcement or related field required. A Master's Degree is preferred.
- Experience: At least ten (10) years of progressively responsible experience in police operations with a minimum of seven (7) years managerial level experience with a city or locale of a least comparable size and complexity as Cedar Hill.
- Other Requirements: Valid TX Driver's License, Advanced or Master Peace Officer License from the State of Texas, Specialized training or graduation from either the FBI Academy, Southern Police Institute, Northwestern Law Enforcement Institute or Law Enforcement Management Institute of Texas.



Compensation & Benefits

The salary range for this position is up to \$200,000/yr, depending on the experience and qualifications of the successful candidate. Cedar Hill also offers a comprehensive benefits package, including medical, dental, vision, and life insurance; 12 paid holidays and vacation and sick leave; additional supplemental plans; and medical and dependent care reimbursement accounts. Employees also receive education reimbursement assistance, longevity pay, and access to the City's recreation center. This position will be eligible for \$442 in monthly car allowance or take-home vehicle, City-issued phone and laptop, as well as a flexible schedule. Cedar Hill participates in the Texas Municipal Retirement System featuring a 7% employee contribution and 2:1 employer match and offers additional deferred compensation plans through ICMA and Nationwide.

Application Process

Please apply online at www.cedarhilltx.com/jobs

For more information on this position, contact:

Tracey Kerezman, Director of Awesome People

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972-291-5100 x 1053



The City of Cedar Hill is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of genetic information in compliance with the Genetic Information Nondiscrimination Act (GINA), race, sex, color, religion, national origin, veteran status, age, or disability in hiring, conditions, or termination of employment. Final applicants for employment with the City of Cedar Hill are subject to drug testing and background screening.

Resources

City of Cedar Hill
cedarhilltx.com

Police Department
cedarhilltx.com/96/Police

Annual Budget
cedarhilltx.com/1135/Budget

Annual Comprehensive Financial Report
cedarhilltx.com/108/Annual-Comprehensive-Financial-Report

Annual Report
cedarhilltx.com/annualreport

Comprehensive Plan
cedarhilltx.com/2005/Comprehensive-Plan

Economic Development Corporation
cedarhilledc.com

City Culture
cedarhilltx.com/jobs

Cedar Hill CVB
visitcedarhilltx.com

Cedar Hill ISD
chisd.net

Hillside Village Outdoor Mall
shophillsidevillage.com

Cedar Hill Chamber of Commerce
cedarhillchamber.org