

# S T A R B A S E



## City of Starbase

PUBLIC SAFETY DIRECTOR / FUTURE CHIEF OF POLICE

City of Starbase, Texas

The City of Starbase, Texas, is conducting a nationwide search for an exceptional, forward-thinking law enforcement executive to serve as its **Public Safety Director** and future **Chief of Police**. This is a rare and historic opportunity to lead public safety in one of the most technologically significant and rapidly evolving communities in the United States.

Starbase stands at the intersection of public safety, aerospace innovation, and national critical-infrastructure protection. The next leader will help shape a modern model of policing that safeguards residents, supports spaceport operations, and advances transparency, professionalism, and community trust during a period of historic growth.

### THE OPPORTUNITY

Starbase is a globally recognized hub for commercial spaceflight, advanced manufacturing, and aerospace research. With this growth comes a unique public-safety mission—protecting a commercial spaceport environment, critical infrastructure and high-value technology assets, a growing residential community and workforce population, and major public events, launches, and international attention.

The Public Safety Director / Chief of Police will provide visionary leadership to build and guide a newly established department (authorized in 2026) capable of meeting these complex responsibilities while maintaining a strong commitment to community-oriented policing, constitutional protections, and public transparency.

### THE COMMUNITY

Located on the Texas Gulf Coast, Starbase is a small but rapidly growing municipality (current population ~500, primarily SpaceX employees and families) shaped by aerospace activity, coastal ecology, and a pioneering spirit of exploration. Residents enjoy proximity to world-class aerospace innovation and engineering, access to coastal recreation and natural beauty, a tight-knit community culture with global significance, and expanding housing, infrastructure, and municipal services.

### CITY GOVERNMENT

Starbase operates under a Commission–Administrator form of government. The City Commission establishes policy and strategic direction, while the City Administrator oversees daily municipal operations. The Public

Safety Director serves as a key executive leader advising City leadership on public safety strategy, infrastructure protection, emergency preparedness, and regional coordination.

## **THE POLICE DEPARTMENT**

The Starbase Police Department is a modern, mission-driven organization focused on critical-infrastructure and spaceport security, community-oriented policing, technology-enabled public safety, emergency management, and regional collaboration. As Starbase grows, the department will expand in staffing, capabilities, and specialized units guided by public safety best practices and TCOLE standards.

## **THE POSITION**

The Public Safety Director / Chief of Police is the City's senior law-enforcement executive responsible for strategic leadership, operational command, organizational development, and regional partnerships. Reporting to the City Commission (with day-to-day oversight via the City Administrator), the Chief will oversee major incident response, launch-related operations, recruitment and retention, and implementation of advanced technology and analytics for the initial small team (~8 officers + 1 administrative employee).

## **CHALLENGES & PRIORITIES**

### **Key priorities include:**

- Hiring and building a future-ready workforce aligned with TCOLE accreditation and best practices.
- Scaling policing for rapid growth and geographic isolation.
- Protecting nationally significant aerospace infrastructure and high-value assets.
- Integrating advanced technology and analytics into operations.
- Managing large-scale events, launches, and public/international attention.
- Strengthening community trust in a tight-knit, SpaceX-centric population.

## **THE IDEAL CANDIDATE**

Starbase seeks a visionary, ethical, and innovative leader with unquestioned integrity, strong executive capability, community engagement experience, and success leading complex or high-visibility public safety organizations. The ideal candidate will thrive in a startup-like environment, balancing hands-on operational involvement with strategic vision.

## **MINIMUM QUALIFICATIONS**

- Significant command-level law enforcement leadership experience (preferably 10+ years, including supervisory/command roles).
- Bachelor's degree required (in criminal justice, public administration, police science, or related field); master's degree preferred.

- Advanced executive law enforcement training preferred (e.g., FBI National Academy, TLEMI, or equivalent).
- Texas Commission on Law Enforcement (TCOLE) certification required or obtainable within a reasonable timeframe.
- Valid Texas driver's license (or ability to obtain).
- Ability to pass comprehensive background investigation, psychological evaluation, and physical/medical screening.

### **COMPENSATION & BENEFITS**

The City of Starbase offers a competitive executive salary and comprehensive benefits package, including health coverage, retirement participation (e.g., TMRS), paid leave, professional development opportunities, and relocation assistance.

### **APPLICATION PROCESS**

Candidates should submit a cover letter, résumé, and professional references to **[cayetana.polanco@starbase.texas.gov](mailto:cayetana.polanco@starbase.texas.gov)**.

The selection process will include confidential screening, interviews, thorough background investigation, and final appointment by the City Commission.