



**SERVICE IS  
OUR PRIDE**

**POLICE CHIEF**



*The City of Brenham is seeking an experienced, dynamic, and effective municipal police professional. The Police Chief will find Brenham a diverse and progressive City with the challenges and opportunities that are characteristic of a thriving and growing community.*

## About Brenham, Texas

Brenham, the county seat of Washington County and the Birthplace of Texas, is proud of its heritage and traditions. The City was incorporated in 1858 and is a forward-thinking community.

Brenham is a full-service community located midway between Houston and Austin on US-290. The City operates under a Home Rule Charter in a Council-City Manager form of government. The Council consists of a Mayor and six council members. The Council sets the policy for the operation of the government, and the City Manager, appointed by Council, administers those policies.

Brenham is located 70 miles northwest of Houston, 80 miles southeast of Austin, and 35 miles south of College Station. We have a population of over 19,621, with a daytime population of over 42,000 - due to local workforce, tourism, and Blinn College. The quality of life in Brenham tops the list of why residents stay here. It is a great place to live, work, and raise a family.

Public safety is essential in ensuring the community's quality of life and the City is committed to supporting that effort. The 25,000 square foot police facility was completed in 2009.

Brenham ISD provides a strong educational foundation and works in partnership with Blinn College to prepare area youth for continued educational pursuits or workforce placement.

The City partners with other governmental organizations and the business community to ensure students receive the services they need to succeed.

Our historic downtown, beautiful parks, and first-class sports facilities are just a few of the things that make it Brenham unique. Brenham is one of a handful of Texas municipalities that own and operate their own utilities, including electric and gas. The Brenham Municipal Airport was dedicated in 1949 and now includes a 6,003-ft runway. The City has over 200 acres of parkland, including an aquatic center and sports complex.

Brenham is experiencing significant growth in retail and industrial sectors, with new developments like Brenham Crossings and Market Square attracting esteemed retail brands. The City is seeing flourishing residential and commercial development, including the addition of new homes, townhomes, and commercial establishments.

# Brenham Police Department

The police department has officers specialized in tactical operations and hostage negotiations. The department established a proactive street crimes unit, known as the Crime Reduction Unit, which conducts covert operations to apprehend habitual offenders. The department has a partnership with Brenham ISD to provide School Resource Officers (SRO) on each campus.

The police department has a strong and positive relationship with the community. Brenham is known for its parades, festivals, walks/runs, and other community events. Our volunteers supported 100+ of these events last year. Recently, the department restructured the city into three districts to enhance visibility and strengthen crime prevention efforts. This geographic policing model ensures that the

police force operates more efficiently, focusing on effectiveness and strategy.

Washington County 911, serves as the dispatch center for all local law enforcement agencies, EMS, the Brenham Fire Department, county Volunteer Fire Departments, and other City of Brenham departments. This central hub ensures rapid, coordinated response across the county.

Code Compliance and Animals Services report to other city divisions.

The department has 46 full-time staff positions - 40 sworn and 6 civilian: 1 Chief, 1 Assistant Chief, 2 lieutenants, 9 Sergeants, the remaining Corporals and Patrol Officers. The unit's total operations budget is over \$5.7 million.



# The Opportunity

The City of Brenham is seeking an experienced law enforcement professional with a successful track record of effective leadership and management of an innovative police department.

The Police Chief is responsible for developing, planning, and overseeing the department's operations to maintain public peace, safeguard

lives and property, uphold citizens' rights, foster positive community relationships, and enforce laws and municipal ordinances. Successful performance in this role requires effectively executing all essential duties. Reasonable accommodations may be provided to enable individuals with disabilities to fulfill these responsibilities.

*The Brenham PD is a Texas Best Practices-recognized department through the Texas Police Chiefs Association. The department partners with the community to address problems threatening safety, order, and a high quality of life.*

## Education and Experience

### Education

Bachelor's degree in Criminal Justice, Political Science, Public Administration, Business Administration, or a related field (Master's degree preferred).

### Experience

- At least 10 years of law enforcement experience with increasing responsibility, with a minimum of 5 years serving as Police Chief.
- Proven experience in police supervision and management or an equivalent combination of education and experience that demonstrates the required knowledge, skills, and abilities.

## Certifications & Advanced Training

- Master Certification from the Texas Commission on Law Enforcement (TCOLE)
- Command College graduate (LEMIT, FBI, SPI) preferred



# Responsibilities & Qualifications

- Oversees all police department operations, activities, and policies, ensuring alignment with city objectives and law enforcement best practices.
- Serves on the City Manager's Executive Leadership Team.
- Provides innovative leadership, strategic planning, and critical decision-making to enhance departmental effectiveness.
- Enforces City and State laws, ordinances, and regulations to protect life and property while maintaining high ethical standards.
- Develops and fosters strong relationships between law enforcement and the community, promoting public trust and engagement.
- Leads community policing initiatives and public education programs on crime prevention and police operations.
- Manages department employees' recruitment, training, evaluations, and discipline, ensuring high performance and ethical standards.
- Attracts, retains, develops, and leads an effective police force through mentorship and professional development programs.
- Builds strong interagency partnerships with law enforcement agencies at the local, state, and federal levels.
- Enhances operational efficiency through data-driven decision-making, traffic enforcement strategies, and crime prevention initiatives.
- Establishes and evaluates department policies and procedures in coordination with city leadership to ensure compliance and consistency.
- Guides complex investigations and collaborates with other agencies on law enforcement efforts.
- Directs incident response operations, including crime prevention, investigations, arrests, and traffic control.
- Assesses emergencies and makes sound, timely decisions to protect public safety.
- Oversees budget planning, financial reporting, and responsible resource allocation for department operations.
- Ensures effective procurement and maintenance of equipment and technology to support law enforcement activities.
- Maintains positive community relations through media engagement, public outreach, and civic involvement.
- Writes and communicates clear, concise policies, reports, memos, and instructions.
- Works collaboratively with city leadership and the Public Relations/Communications Manager before large initiatives and during emergencies to ensure clear, accurate, and timely communication with the public and media.
- Ensures department operations comply with federal, state, and local laws governing law enforcement procedures and records management.
- Upholds high standards of integrity, accountability, and fairness, setting the tone for professional conduct within the department.

## Quick Facts

Size



13.1 Square Miles

Population



19,621

Weather Averages



78 High | 57 Low

Education



24% 4-year degree

Schools



1-1SD | 1-College  
10-colleges and  
major universities  
within 2 hour drive

Median Income



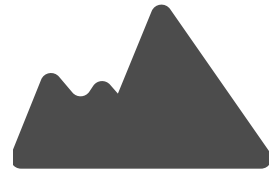
\$44,049

Median Home Price



\$242,000  
calculated by Redfin

Attractions



8-parks | 298 acres

*Brenham seeks a candidate with broad experience in all areas and levels of a police department who demonstrates a servant leadership management style.*

## HOW TO APPLY

To apply, online applications and resumes may be submitted at [jobs.cityofbrenham.org](https://jobs.cityofbrenham.org). Submissions are due by April 30, 2025 to be considered for first review. Selected applicants will undergo a drug screen, extensive background check, including a criminal history, and a panel interview. This position will remain open until filled.

## For Questions

Contact Susan Nienstedt, HR Director at [snienstedt@cityofbrenham.org](mailto:snienstedt@cityofbrenham.org).

## Compensation and Benefits

The City of Brenham offers a competitive salary, commensurate with qualifications and experience. Also provided is a generous benefits package that includes a city-provided vehicle, phone/data allowance, paid professional dues/development expenses, health insurance, life insurance, retirement (TMRS at 5%:2 to 1), paid vacation, paid sick leave, and paid holidays.

The City of Brenham, Texas is an Equal Opportunity Employer and does not discriminate against any individual on the basis of race, color, sex, religion, national origin, age, or disability.

For more information, visit the City's website at [www.CityofBrenham.org](http://www.CityofBrenham.org)