



ASSISTANT POLICE CHIEF

THE COLONY, TEXAS



ABOUT THE COMMUNITY

The Colony, Texas, beautifully situated on the eastern shores of Lake Lewisville in southern Denton County, is a short 30-minute drive north of downtown Dallas on the Dallas North Tollway. Bordered by the Sam Rayburn Tollway to the south, The Colony has convenient access to the Dallas/Fort Worth Metroplex and its amenities, attractions, and cultural activities. The City of The Colony was incorporated in 1977, and while a comparatively young city, its name was purposefully chosen to memorialize the spirit of a new way of life idealized by the original Peters Colony settlement founded in the 1800s.

While a family-oriented community, The Colony has seen recent commercial and tourism growth with the addition of Grandscape, a one-of-a-kind, 433-acre outdoor entertainment, dining, and shopping destination featuring a variety of first-to-market restaurants and retailers that can only be found in The Colony. While Phase I is open, this multi-phase development continues to grow and when complete, will feature a convention center hotel and spa, outdoor amphitheater, and much more.

Other area favorites include TopGolf, with its fun, unique spin on the game of golf and larger-than-life retailers, including Scheels sporting goods store and home furnishings retailer Nebraska Furniture Mart.

The Colony residents also enjoy access to a wide range of outdoor activities, from top-ranked golf courses to excellent water recreational opportunities such as fishing, skiing, and boating. The community features 28 parks and numerous open spaces, providing countless locations for picnicking, hiking, cycling, birding, and camping, as well as beautiful winding lakeside trails. The Colony was the recipient of the prestigious Governor's Community Achievement Award in 2020, presented by the Texas Department of Transportation, in recognition of the City's outstanding overall efforts to keep The Colony beautiful.

The Colony has also been named Sportstown USA for the State of Texas by Sports Illustrated Magazine and the National Parks and Recreation Association, a testament to its commitment to finding creative and resourceful ways to enhance sports and the quality of life for the entire community. The Colony sports venues also host athletic leagues and regional, state, and national tournaments.

Community schoolchildren are served by Lewisville Independent School District, which boasts an enrollment of more than 49,000 students at 69 campuses spread across its 127 square miles. Those seeking secondary education will find dozens of universities and colleges in the North Texas area.

With a population of 44,610, The Colony has a median income of \$107,620 and an average home value of \$369,000.

CITY BY THE LAKE



ABOUT THE DEPARTMENT

With an annual budget of just over \$12.8 million, The Colony Police Department and its 102 employees serve and protect the community's residents, workers, and visitors.

Chief David Coulon started his career at the Irving Police Department in 1993 and has served The Colony since September 2014. His Texas Police Chiefs Association Best Practices-accredited department is organized into two bureaus and multiple divisions.

Operations Bureau

- **Patrol Division:** Responds to initial investigations of crimes and incidents, general traffic enforcement and control, accident investigation, and general community needs.
- **Special Operations Division:** Works special initiatives and assists patrol as needed through specialized units such as the SWAT team, traffic unit, accident investigations, mobile field force unit, drone unit, and patrol bike unit.

Support Services Bureau

- **Criminal Investigations Division:** Conducts investigations of criminal offenses, including crimes against persons, forgeries, identity theft, pawn shop detail, digital forensics, computer crimes, and domestic violence investigations.
- **Jail:** Intakes, processes, and supervises all prisoners.
- **Property and Evidence:** Stores and disposes of all evidence and property in the department.
- **Records:** Responsible for Storage, retrieval, distribution, and retention of police records/reports.
- **Community Resources:** Community outreach programs, volunteers.
- **Professional Standards:** Internal affairs and personnel.

MAJOR EMPLOYERS

Nebraska Furniture Mart

Andrettis

Top Golf

Wal-Mart

Scheels

Lava Cantina

Lewisville Independent School District

Hawaiian Falls Water Park

DEPARTMENT MISSION, VISION & VALUES

Mission:

We exist to protect and serve those who live, work and visit our community.

Vision: Our vision is for The Colony to have a model police department that delivers superior law enforcement services while maintaining an alliance with our community.

Values:

Integrity | Compassion | Teamwork | Leadership | Training | Professional Development

2022 ACCOMPLISHMENTS

Providing Better Services

- Detective Sergeant selected by Children's Advocacy Center for Child Fatality Review Team
- Detective Sergeant selected by Denton County Sheriff's Office for the Human Trafficking Advisory Council
- Dedicated one Detective as the Digital Forensic Analysis Detective
- Dedicated one Detective to review child exploitation cases for signs of sex trafficking
- Added three additional School Resource Officers
- One part-time Mental Health Officer who also serves as a member of the County Mental Health Organization
- Two Hispanic Outreach Community Officers
- Created a department peer support group
- Emphasized and trained tactical breaching techniques for all officers
- Department became an ABLE Agency (Active Bystandership for Law Enforcement) through the Center for Innovations in Community Safety

Efficiencies

- Partnered with NCMEC to investigate child exploitation cases
- Partnered with Cordico for overall increased officer wellness opportunities and resources
- Partnered with Caruth Police Institute — ABLE program
- All Grandscape officers, IPMBA bicycle certified

Grants

- Department of Justice Bulletproof Vest Grant
- Department of Justice Vicarious Trauma Grant
- Governor of Texas Ballistic Shield Grant

Awards

- Accreditation by the Texas Police Chiefs Association
- Awards from Denton County Friends of the Family for a high-risk family violence case
- Three officers presented with Life Saving Awards



ABOUT THE POSITION

Under the direction of the Chief of Police, this position helps ensure exemplary law enforcement services for The Colony community by supervising the activities of one of the TCPD bureaus.

This position provides supervision and leadership to their assigned bureau by conducting routine inspections and reviews of work, performing training, conducting evaluations, providing recognition, and taking appropriate disciplinary or corrective action when needed. The role also helps recruit and hire new employees, manages personnel and resource scheduling, assesses various reports, citations, and evaluations daily for accuracy, and ensures the bureau's equipment is properly maintained.

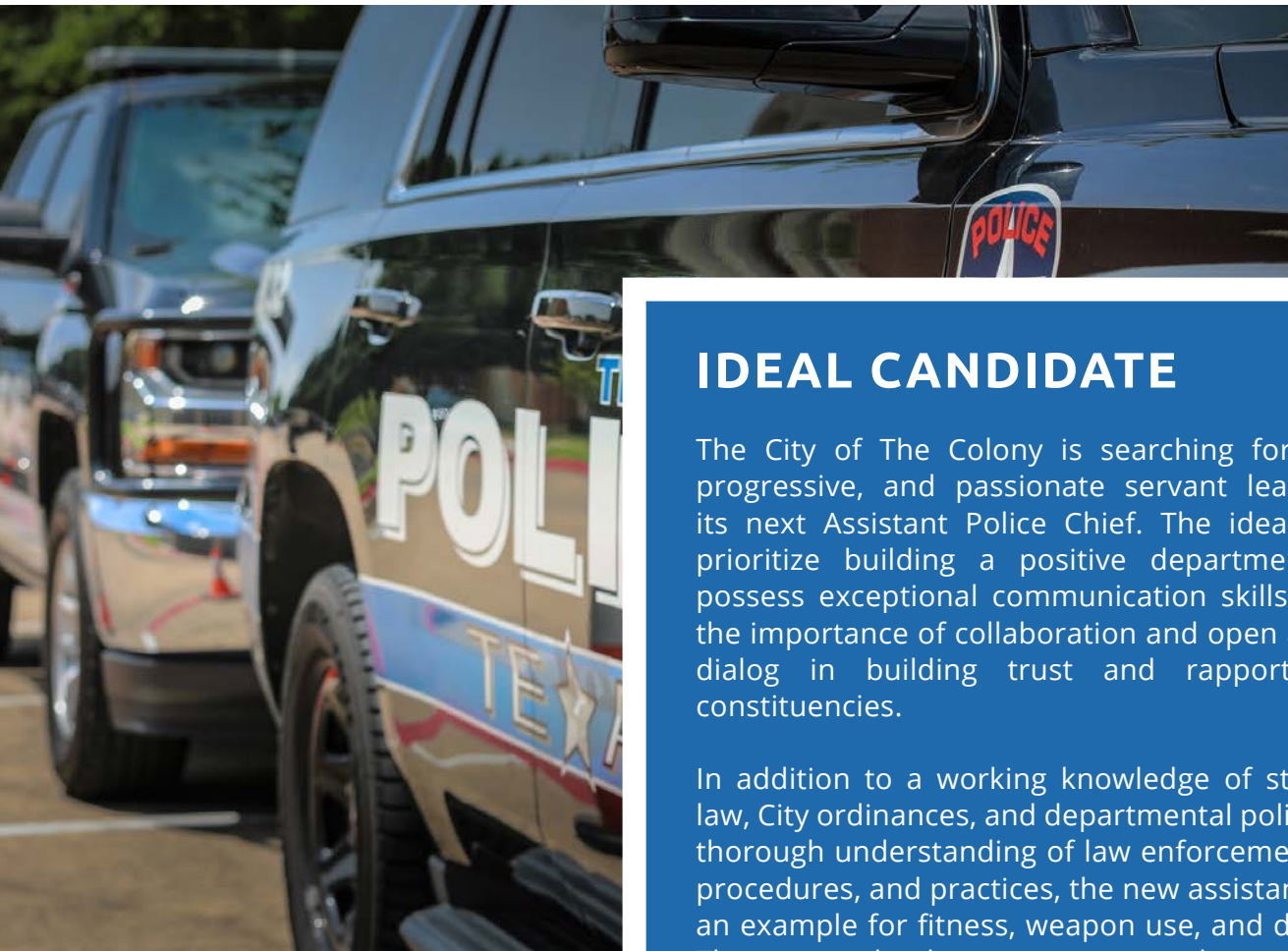
This position involves making often-critical, ethical decisions daily and conforming to applicable laws and departmental policies. The successful candidate will help coordinate and supervise special events, speak with the media and make public presentations, frequently communicate with citizens, and work alongside the chief and other command staff in providing administrative direction, planning, budgeting, and overall management of the department.

Candidates must also be comfortable assuming command of major incidents, including natural and man-made disasters, acting as a liaison to other City departments and law enforcement agencies, and performing the duties of the Chief of Police in their absence.

OPPORTUNITIES & CHALLENGES

Department leaders have identified a number of goals for this year, which the incoming Assistant Police Chief will help oversee and support. These include:

- Adding two additional detectives, two additional patrol officers, and a Planning Recognition Officer and setting them up for success
- Continuing staff training, ensuring employees at all levels of the organization are equipped with the knowledge and skills to best serve the community
- Holding two Citizen Police Academies, one Spanish-speaking mini academy, and one Teen Police Academy
- Incorporating new defensive tactics into department in-service training
- Rejuvenating the Public Safety Cadet program



IDEAL CANDIDATE

The City of The Colony is searching for an innovative, progressive, and passionate servant leader to become its next Assistant Police Chief. The ideal candidate will prioritize building a positive department culture and possess exceptional communication skills, understanding the importance of collaboration and open and transparent dialog in building trust and rapport with various constituencies.

In addition to a working knowledge of state and federal law, City ordinances, and departmental policies, as well as a thorough understanding of law enforcement philosophies, procedures, and practices, the new assistant chief must set an example for fitness, weapon use, and defensive tactics. They must also have a proven track record of effectively leading and mentoring others, individually and as a team, ensuring accountability for themselves and others to department values, goals, and tasks.

The right fit for this role is professional, forward-thinking, and approachable, with excellent judgment and indisputable ethics. They have a progressive mindset and are committed to developing best practices to enhance recruiting, hiring, and training methods. They will lead by example, with the foresight, creativity, and skills to strategize and pursue a clear vision for the department's future success.

EDUCATION & EXPERIENCE

This position requires a bachelor's degree from an accredited college or university and 10 years of progressively responsible municipal policing experience with at least the last two years in a police command/executive level.

Experience with entertainment district policing is preferred, as is certification as a TCOLE Master Peace Officer or equivalent. Graduation from advanced police supervisory training such as the FBI National Academy, Southern Police Institute, or Texas Leadership Command College is a plus.



COMPENSATION AND BENEFITS

The starting salary range for this position is \$131,000 to \$138,000, depending on qualifications and experience.

The City of The Colony offers a comprehensive benefits package, including medical, dental, vision, and life insurance; tuition reimbursement; generous paid leave policies; and free access to a city-owned wellness center for all employees and dependents. The Colony's Police Department also offers certification, bilingual, and field training officer pay in addition to longevity pay.

The City participates in the Texas Municipal Retirement System with a mandatory 7% employee contribution and a 2:1 employer match.



APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Lissa Barker, Senior Vice President

LissaBarker@governmentresource.com

817-266-0647



The City of The Colony is an Equal Opportunity Employer and considers applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, gender identity, gender expression, or any other legally protected status. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

The City of The Colony

thecolonytx.gov

The Colony Police Department

thecolonytx.gov/1238/Police

The Colony Economic Development Corporation

thecolonyedc.org

The Colony Chamber of Commerce

thecolonychamber.org

The Colony Convention & Visitors Bureau

visitthecolonytx.com

Community Promotional Video

youtube.com/watch?v=oQlyir8coV8

Facebook



 facebook.com/TheColonyTexas

 facebook.com/TheColonyPoliceDepartment


 twitter.com/TheColonyTexas

 twitter.com/TheColonyPolice

 instagram.com/thecolonytxpolice

 youtube.com/user/CityofTheColonyTX

 youtube.com/@thecolonypolice9168

 nextdoor.com/agency-detail/tx/the-colony/the-colony-police-department

 linkedin.com/company/city-of-the-colony-texas