



ASSISTANT CHIEF OF POLICE



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BRIDGEPORT



POLICE DEPARTMENT

Bridgeport is a growing, forward-thinking city where law enforcement leadership is visible, respected, and impactful. Located in Wise County approximately 35 miles northwest of Fort Worth at the intersection of U.S. Highway 380 and State Highway 114, Bridgeport offers convenient access to the Dallas-Fort Worth Metroplex while preserving the close-knit feel of a true community. Home to more than 7,000 residents, Bridgeport provides an environment where policing remains personal and relationships matter. City leadership and residents value collaboration, trust, and accountability, creating opportunities for police executives to shape department culture, strengthen community partnerships, and influence the future of public safety.

Quality of life supports both professional focus and personal balance. Lake Bridgeport anchors the community's outdoor lifestyle with year-round recreational opportunities, while city parks and the Northwest OHV Park contribute to an active, engaged population.

Bridgeport also invests in its future. Bridgeport ISD's commitment to student success and community involvement supports neighborhood stability and long-term safety. Local events and civic pride reinforce a hometown atmosphere where service is meaningful and leadership is recognized.

For an Assistant Chief of Police seeking to lead with purpose, mentor others, and make a lasting impact in a growing Texas community, Bridgeport offers the opportunity to serve where leadership truly matters.

Community Video: <https://youtu.be/tU0NjYdixaY>

ORGANIZATION & CULTURE

A five-time state accredited agency, the Bridgeport Police Department is guided by a clear mission centered on enhancing quality of life through responsive service, strong partnerships, and professional accountability. The Department shares the City's broader vision of being a safe, connected, family-oriented community that values growth, service, and civic pride. Core values: Service, Integrity, Accountability, Transparency, and Innovation are more than guiding principles; they are expectations that shape daily operations, leadership decisions, and interactions with the community.

The Department's culture is collaborative, service-driven, and relationship-focused. Officers and supervisors work closely with one another, city leadership, and external partners to address community needs in a coordinated and practical manner. Communication across divisions is open and consistent, supporting proactive problem-solving and a unified approach to public safety. Leadership emphasizes teamwork, mutual respect, and a solutions-oriented mindset when challenges arise.

Responsiveness to residents is a defining characteristic of the organization. The Department places a strong emphasis on timely calls for service, proactive patrol, and visible engagement within neighborhoods and local events. Technology and modern systems are used to support efficient service delivery, information sharing, and accountability, ensuring transparency and effective follow-through.

The Bridgeport Police Department is staffed by a mix of experienced personnel and emerging professionals, creating opportunities for mentoring, leadership development, and succession planning. The City values institutional knowledge, continuity, and direct accountability to its residents, while remaining open to innovation and improvement. Overall, Bridgeport offers a stable, supportive, and forward-looking environment where police leaders can uphold high professional standards and help shape the future of public safety in a growing Texas community.



Vision

To achieve an exceptional quality of life for all citizens through deliberate, ethical, and innovated law enforcement services.



SEE YOURSELF HERE

As the Assistant Chief of Police for the City of Bridgeport, you will serve as a key executive leader, working directly under the Chief of Police to oversee departmental operations and strategic direction. This role carries top-level responsibility for field operations, criminal investigations, records management, and administrative functions, while helping develop and implement policies, programs, and procedures that support effective, professional, and community-focused policing.

You will provide direct operational and administrative support to the Chief, offering guidance to supervisors and staff and helping establish departmental priorities and performance expectations. The Assistant Chief leads assigned operations, coordinates activities across divisions, and collaborates with City departments and external agencies to ensure efficient service delivery and organizational alignment.

As second-in-command, you will assume full authority of the Department in the Chief's absence, responding to major incidents, providing executive-level supervision during critical events, and serving as the officer in charge of criminal investigations when required. Your leadership will help ensure consistent command presence, sound decision-making, and adherence to best practices.

Developing and maintaining a high-performing workforce is central to this role. You will assist with recruitment and selection, training, mentoring, and evaluation of personnel, address performance or conduct issues, and oversee internal investigations as needed. Through ethical leadership and accountability, you will help reduce liability, strengthen professionalism, and reinforce public trust. You will also support the Department's fiscal and administrative operations, including budget preparation, grant oversight, expenditure monitoring, and approval of purchases. Serving as a visible representative of the Department, you will communicate with city leadership, the courts, partner agencies, and the community with professionalism and transparency.

This position offers an experienced law enforcement leader the opportunity to shape organizational culture, mentor future leaders, and make a lasting impact on public safety in a growing, community-oriented city.

THE IDEAL CANDIDATE

Minimum Qualifications:

- High School Diploma or GED
- Must have a bachelor's degree in Criminal Justice, Public Administration or similar field
- Candidate must have a minimum of 80 hours of supervisor training
- Minimum of 15 years law enforcement experience with 5 years as a supervisor
- Must possess, or have the ability to obtain, an appropriate, valid Texas driver's license.
- Must possess a valid TCOLE License.
- Must have a Master Police Officer License.

Preferred Qualifications:

- Master's degree in criminal justice, public administration, or similar field
- Additional leadership or executive training such as FBI National Academy, LEMIT Leadership Command College (LCC), or Southern Police Institute (SPI)

Maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following:

- Sitting or standing for extended periods of time
- Walking, standing or sitting for extended periods of time
- Walking, running, and various forms of physical exertion
- Lifting light to heavy objects or individuals
- Operating assigned equipment
- Agency Fitness Test
- Firearms proficiency

Maintain effective audio-visual discrimination and perception needed for:

- Making observations
- Communicating with others-public speaking engagements/presentations
- Reading and writing
- Operating assigned equipment and vehicles



COMPENSATION & BENEFITS

Salary Range:

The Bridgeport Assistant Chief of Police Position offers a competitive annual salary range of \$92,500 – 105,000 **annually**, commensurate with qualifications and experience.

Employee Incentives:

- 40 Hours Exempt Leave (Starts at hire date and accrues yearly on work anniversary)
- 2 Personal days accrued on January 1.
- 11 Paid Holidays per year
- 3 Bereavement days per year
- \$200 Monthly Benefit Premium Allowance
- TMRS - Retirement 7% contribution with 2: 1 employer match.
- Longevity Pay
- FMLA
- Certification pay
- Paid vacation (40 hours)

Premium Benefits:

- Health, Vision & Dental Insurance
- Employee Only
- Employee & Children
- Employee & Spouse
- Employee & Family

Additionally, the city offers:

- Long Term Disability
- Life insurance up to \$30,000 per employee. (With the option to purchase additional life insurance for dependents.)
- Telehealth services for household.

This entity is an Equal Opportunity Employer committed to building a workforce that reflects the diversity of the communities it serves. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.



APPLICATION DEADLINE:

5 p.m. | Friday | March 20, 2026

Email Cover Letter and Resume in PDF Format to:

applybridgeportpd@clearcareerpro.com

Faxed and mailed submissions will not be considered.

For more information on this position, contact:

Jeff Spivey, Senior Vice President

Jeff@clearcareerpro.com

(214) 550-2850 Ext. 706

Clear Career Professionals, LLC



A special episode of The Clear Voice podcast featuring Bridgeport's leaders and an in-depth discussion of this opportunity will be released alongside this brochure.

Follow The Clear Voice on Spotify, Apple, Amazon Music, or YouTube to listen and learn more about Bridgeport's vision and priorities.

Candidate materials will be screened in relation to the criteria described in this brochure. The most qualified candidates will be invited to participate in the selection process, which will include virtual interviews with the Clear team (recorded for City review) and finalist interviews conducted by the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.

