



CHIEF OF POLICE

Commerce, Texas



THE COMMUNITY

Commerce is an attractive and unique community located approximately 65 miles northeast of Dallas in Hunt County. Approximately 10 miles north of Interstate 30 sits the heart of the City. With a population of 9,090 residents over eight square miles, Commerce is a rural community with much to offer. Home to Texas A&M University – Commerce, you will find that Commerce offers the best of both worlds: a small-town feeling that's rich in the many amenities provided by the university. Whether you're a sports enthusiast, a musician, or someone who enjoys performing arts or recreation, there's something for everyone in Commerce.

In 1872, Commerce was established as a town, named after its thriving economic activity. The Town incorporated as a City in 1885, and two years later, a railroad was built to help transport merchandise from Fort Worth. Its academic roots took hold in 1894 when William L. Mayo brought his East Texas Normal College from nearby Cooper. Commerce began to grow and prosper, and in 1918, a post office was built in what now houses the Commerce Public Library. This building, which sits at the end of Main Street, was awarded a Texas Historical Marker and remains a City centerpiece with rare historical archives. The City's current economic health is due in large part to the university, expanding industry and the local business establishments that continue to grow.

You might hear Commerce referred to as the Bois d'Arc Capital of Texas. This nickname derived from the Texas Legislature due to the City's geographic location in the center of the indigenous range of Bois d'Arc trees. Commerce is also home to Big Max, the second largest Bois d'Arc tree in the state of Texas, and the City's fall festival, the Bois d'Arc Bash, pays homage to the native tree every fourth weekend in September with food, fun, crafts and entertainment.

The Chamber, Downtown Alliance, and other groups and organizations assist in bringing other various events to the City, including the annual Spring Car Show, Craft Fair, July 4th Fireworks, Halloween on the Square, Christmas Parade, Daddy Daughter Dance and Easter Egg Hunts.

As the gateway to Texas lake country, Commerce is less than 15 minutes from Cooper Lake, which offers fishing, camping, boating, and water skiing. Three City parks are perfect for outdoor recreation, including the Dixie Youth Baseball leagues who celebrate over 30 years of award-winning success. Residents who enjoy golfing can join the Sand Hills Golf and Country Club, which borders Commerce to the South. Several additional courses can be found within 15-30 minutes. Additionally, the university offers an outdoor activity center that includes a ropes course, disc golf, and walking trails. For the space enthusiast, the A&M-Commerce Planetarium is a must-see, offering various shows on a weekly basis. The Northeast Texas Children's Museum is another hidden gem. Its doors opened in 2002 and quickly became the premier museum in northeast Texas, serving over 47,000 visitors in 2023. They provide a creative and enriching learning experience through their many exhibits and hands-on activities, also offering a supplement to classroom curriculum for many school districts throughout the academic year.

A significant part of the community is Texas A&M University – Commerce, which has more than 12,000 students enrolled. The second largest university in the Texas A&M University system, the university has six colleges, offers more than 100 graduate and undergraduate degrees, and has received national recognition as a Brookings Institution Top 20 Leader Institution, as well as a National Ranking by US News and World Report for its Online Business Program.

The campus continues to expand with new construction and enhancement of its academic programs. January 2020 brought the opening of the new multi-million-dollar nursing and health sciences facility. This state-of-the-art facility is equipped with cutting-edge educational models for learning and research and comes just 10 years after the multi-million-dollar performance, rehearsal, and instructional building for the musically inclined, donned with a 600-seat Concert Hall, 75-seat Recital Hall, rehearsal halls, classrooms, electronic music labs, studios, and private rooms. Performances and recitals take place throughout the year and are open for the public to enjoy.

From fall through spring, Commerce offers something for everyone. For the sports enthusiast, champions surround the university with three representatives at the 2024 Summer Olympics, the most out of any Southland Conference School. The university's sports team has had 45 NCAA postseason qualifications since 2015, and Lion Football holds five straight NCAA playoff appearances, including the 2017 NCAA Division II National Championship title. Women's Basketball has the most wins in the State of Texas and is tied for the program record. The volleyball, soccer, softball, basketball, and indoor track and field teams have also advanced. Not only are the athletic teams successful on the field or court – their students top the academic charts as well with a cumulative athletic department GPA of 3.14.

At A&M-Commerce, students can expand their minds through research and innovation, prepare for a fulfilling and rewarding career and enjoy a safe, inclusive home on campus. With a diverse student population, this university is committed to helping students feel at home, while providing support, encouragement, and attention to help students succeed.

Over the past several years, the downtown Commerce area has seen new businesses, shops, and eateries sprout up and buildings purchased, gutted, and remodeled as the City continues to grow and evolve. In fact, the population has grown a projected 2.5% since the 2020 census. High-profile major development projects underway or recently completed include a 270-home subdivision from Bloomfield Homes, a 100-home subdivision from D.R. Horton, and a new solar manufacturing plant bringing 100-200 new jobs.

The City of Commerce has a median income of \$41,382 and an average home value of \$167,813.

MAJOR EMPLOYERS

Texas A&M University – Commerce

Commerce Independent School District

Hydro Aluminum

Legacy Homes

Mohawk Carpet

City of Commerce

Hunt Regional Medical Center



GOVERNANCE & ORGANIZATION

The City of Commerce is a home-rule, full-service municipality with a council-manager form of government. The City Council is made up of a Mayor and four Council Members with one member designated as Mayor Pro-Tem. All members of the Council are elected at-large and serve three-year staggered terms. The Council appoints a professional City Manager to oversee the day-to-day operations of the City. Other positions that are appointed and/or confirmed by the City Council include the City Attorney and the City Judge.

The City Manager is Howdy Wayne Lisenbee, ICMA-CM, MBA, who has served Commerce since Nov. 2020. He has served in municipal executive leadership roles for 24 years.

The City utilizes 104 employees to serve the citizens and has an annual budget of \$21,775,913. City Departments include the City Manager's Office, Community Development, Finance, Fire, Municipal Court, Parks and Recreation, Police, Public Utilities, and Public Works.

The City's ad valorem tax rate is \$0.798909 cents per \$100 of assessed valuation.



MAJOR PROJECTS

underway or recently completed include

\$1.9 million water treatment plant renovation

\$900K public library renovation

\$3.6 million animal shelter renovation

\$1.5 million park improvements

\$1.5 million Eddie Moore Sports Complex improvements

\$464K airport fuel farm construction

\$4.5 million street reconstruction

MISSION

We work together to build and maintain a community of the highest standards for present and future generations.

VISION

The City of Commerce will be a vibrant, self-sustaining community where families can put down roots in the soil and grass of a rural setting, raise their children safely, pursue a quality education, and still have access to the amenities of the DFW Metroplex.

VALUES

Responsive

Meeting citizen needs in a timely manner.

Effective

Meeting citizen needs completely, the first time.

Accountable

Measuring performance to improve and repeat results.



ABOUT THE DEPARTMENT

The Commerce Police Department performs a wide range of law enforcement activities to protect life and property, which includes enforcing state laws and City ordinances through a combination of proactive, reactive, and community policing techniques. Working with an annual budget of \$2,138,014, the Department handles traffic law enforcement, crime prevention and detection efforts, criminal investigation, nuisance violations, and related activities. They also dispatch calls for the Commerce Animal Control, which handles animal control services including administering animal control ordinances, catching animals running at large, investigating rabies cases, and more. The Department contracts with Hunt County to house its prisoners at the Hunt County Jail, although it does have a temporary holding facility.

The incoming Chief of Police will benefit from a passionate team of public safety professionals and a quality facility, built in 2006, which is shared with the Fire Department and reflects the community's commitment to its first responders and their needs.

Focused on its mission to enforce laws in a legal, ethical, and equitable manner — and to provide timely and effective responses to both emergency and non-emergency calls for service — the Police Department operates with 19 full-time employees, two civilian positions, and one animal control officer.



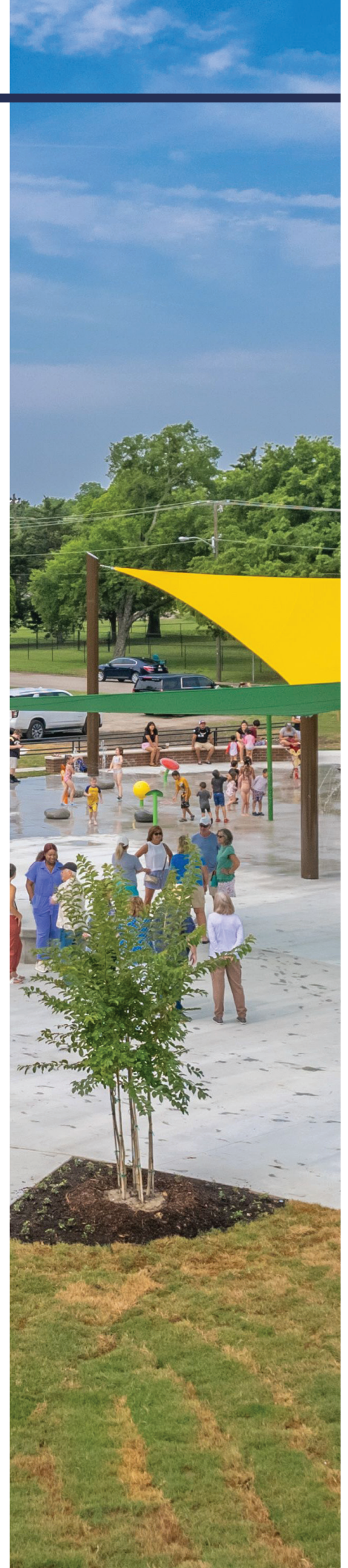
ABOUT THE POSITION

Under the City Manager's direction, the Commerce Chief of Police plans, manages, and oversees the activities and operations of the Police Department to ensure exceptional public safety services to the community. This includes law enforcement, crime prevention and suppression programs, and animal control.

The Chief of Police manages the development and implementation of Departmental goals, objectives, policies, and priorities; establishes appropriate service and staffing levels, continually assessing the Department's efficiency and effectiveness; and develops and administers the Department's annual budget. They will also select, train, motivate, and evaluate Department personnel, fostering cooperation, communication, and innovation.

Commerce takes pride in having hands-on Department heads. In addition to their administrative duties, the incoming Chief of Police will direct and assist with investigating major crimes and other unusual incidents and will remain active in professional groups to stay abreast of new law enforcement trends and best practices. Additionally, they will respond to difficult and sensitive citizen inquiries and complaints, and represent the Department and City to other Departments, elected and appointed officials, area governmental agencies, and members of the media and public.

The new Chief will have the opportunity to lead and build a high-performing Police Department as a crucial part of a dynamic, results-focused leadership team serving a small-town community with a big-town university. The quality of life for the successful candidate's family continues to improve with a quality school district with new facilities, new and expanding recreational facilities, and access to cutting-edge education from the Texas A&M System.



OPPORTUNITIES AND CHALLENGES

The next Chief of Police will focus on the following opportunities and challenges:

- **Build Trust:** Work to build trust with the community and public safety personnel, establishing the productive relationships necessary to make things happen in a small community and with a tight-knit first-responder team.
- **Best Practices Assessment:** Evaluate the opportunity to pursue the Texas Chief of Polices Association's Best Practices Program, a state-level accreditation meant to assist agencies in efficient and effective service delivery, risk reduction, and the protection of individuals' rights.
- **Community Policing:** Focus on the formal policing services of the Department and on building strong relationships between the Department and Commerce's residents, business owners, and civic leaders built on trust, transparency, and mutual respect. This may include new programs or initiatives to help first responders stay involved in the community.
- **Staff Development & Team Building:** Invest time and attention in staff training and mentorship and build up a positive and energetic team that works cohesively and pursues continuous improvement.
- **Hiring and Retention:** Prioritize hiring and retention. The Department has hired both sworn officers and sponsored some through the academy at Texas A&M University-Commerce. The Department competes with the university, the local school district, and neighboring agencies for personnel.
- **Upcoming Projects:** Assist with upcoming Police Department projects, including transitioning from Cardinal CAD/RMS to ARMS CAD/RMS, and switching from LEXIPOL, which houses its policies, to PowerDMS. This new platform will also introduce electronic recordkeeping for the Department's FTO program.

IDEAL CANDIDATE

The City of Commerce seeks a collaborative and innovative servant leader to serve as its next Chief of Police. The right fit for this position is a community-focused, innovative manager who is open, honest, and able to foster a culture of integrity and trust. They must be a creative and resourceful problem-solver, familiar with community policing best practices. Someone who persistently seeks new and better ways to enhance the Department and improve service delivery is highly desired. They must also be forward-thinking and strategic, leading by example and helping the Department define and pursue a clear vision for future success.

Comprehensive knowledge of modern law enforcement principles, procedures, techniques, and equipment is a high priority, along with a thorough understanding of the legal and regulatory environment in which the Police Department operates. Applicants should be skilled in planning, budgeting, supervision, public relations, and technical writing and have experience analyzing complex police problems and adopting quick and effective solutions.

The ideal candidate will have a proven record of recruiting, hiring, and training a committed, diverse workforce that will build on the Department's culture of dedicated service to the community. They will be articulate, polished, and eager to represent the Department and City in a positive, professional way. A broad background and experience in municipal police functions (administration/leadership, patrol, and CID) and experience in developing accurate and concise administrative and financial reports, including a Department budget, is crucial. The chosen candidate will have technology experience related to body worn cameras, in-car video, field reporting, and electronic ticket writers.

Additional attributes of the ideal candidate include someone who is humble and self-aware, capable of making sound decisions while owning their mistakes, and who understands how to manage the rising service-level demands inherent in a growing community.

EDUCATION AND EXPERIENCE

This position requires an associate degree in criminal justice, law enforcement, public safety, or a closely related field, plus 15 years of increasingly responsible experience in public safety or law enforcement, including five (5) years of senior administrative and management responsibilities. A bachelor's degree is preferred, as is graduation from a training program such as the FBINA, SMIP, LEMIT, or a similar police leadership academy. A current, Advanced TCOLE Certification (or higher) or the ability to obtain their TCOLE Certification within one year of employment is required. An equivalent combination of education and experience will be considered.



COMPENSATION AND BENEFITS

The City of Commerce offers a competitive salary range of \$90,000-\$120,000, commensurate with qualifications and experience. The City offers a comprehensive benefits package, including health, dental and vision insurance; life insurance; short- and long-term disability; a full range of paid vacation, sick leave, and holidays; telehealth service; an Employee Assistance Program (EAP); and a Curalink Behavior mental health program. A cell phone and take home vehicle are provided. The City participates in the Texas Municipal Retirement System (TMRS) at a 5% employee deposit rate and a municipal matching ratio of 2:1. Residency within the City of Commerce is preferred, but not required.



APPLICATION PROCESS

[Please apply online](#)

First review of applications: December 1, 2024

For more information on this position, contact:

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469-261-5113



The City of Commerce is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Commerce
commercetx.org

Commerce Police Department
commercetx.org/departments/police-department

Commerce Chamber of Commerce
commerce-chamber.com

Commerce Economic Development
commercetxedc.org



CITY OF COMMERCE

