

**City of Austin**  
**Police Chief - Application Supplement**

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Name \_\_\_\_\_

**To All Job Applicants**

Completion of this supplement is required as part of the City of Austin’s employment process to accurately evaluate your qualifications and abilities for the position. Please answer **all** questions thoroughly - do not reference your resume in place of an answer.

**Applicant Information**

Do you have a degree in criminal justice, police administration or closely related field?

Associate’s degree	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Type
Bachelor’s degree	<input type="checkbox"/> Yes	<input type="checkbox"/> No	Type

Please provide your responses on separate sheets as needed. (Typed/handwritten responses are accepted.)

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1. If selected as Police Chief, what would be your top three priorities in your first 12 months? Explain why you chose them and how you would measure success.
2. Provide an example of a time when you had to communicate difficult information to the public or elected officials. How did you prepare and what was the outcome?
3. Describe your philosophy on discipline and accountability within a police department.
4. Describe your experience with budgeting and financial oversight. What metrics do you believe a Police Chief should monitor regularly?
5. What would your staff say are your greatest leadership strengths? What areas are you actively working towards improving?
6. You are notified of an offer involved shooting incident that is drawing public criticism and social media attention. Outline your approach in the first 48 hours, including your internal response, coordination with investigators, and how you would communicate with the public to maintain trust and transparency. In addition, draft a brief public statement (250 words or less) you would release within 24 hours.

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I certify that all responses provided in this supplement are my own and were completed personally, without the use of AI tools or automated assistance.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date