



JOIN OUR TEAM

**BEE CAVE
POLICE
DEPARTMENT**



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TEXAS**

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Compensation & Benefits

Compensation for a Police Officer is from **\$60,000 to \$85,000** based on experience, training, and education. Certification, Spanish Speaker, and Nightshift stipends are paid after probationary period, a tiered signing bonus of **\$3,500**, and on duty time is provided for approved fitness exercise.

The City of Bee Cave offers an excellent employee benefits package including:

Health, Dental and Vision Insurance

City pays 100% for employees
City pays 75% for dependents
Paid Group Life Insurance/ AD & D

Retirement

2 to 1 matching ratio at 7% with Texas Municipal Retirement System (TMRS)

Leave accrual

10 days/year of Vacation Leave
12 days/year of Sick Leave

Holidays

11 paid holidays

Health Club Membership

Paid Gold's Gym membership

About Our City



History

The City of Bee Cave is rich in history. The City, as we know it today, did not exist until 1987, but the idea of an area where people could live without the influence of the “big city” government has been the area's "calling card" for over 140 years. As early as the 1850s, Dietrich Bohls moved from Austin to his new home at the confluence of Barton Creek and Little Barton Creek. The population of Austin had reached 900 people, and Mr. Bohls was looking for a place to raise his family away from the confines of the city and its influence. At the time, the land west of Austin still had Indians roaming over it; therefore, other settlers in the area were scarce. The Bohls family was one of the first families to settle on the land that would become the City of Bee Cave. The area derived its name from the colonies of Mexican honeybees that lived in the banks of Barton Creek and Little Barton Creek that encompassed a large area of Western Travis County. In 1987, the City of Bee Cave administration had its humble, but proud, beginning in a nondescript portable building. The City of Bee Cave encompassed a two-square mile area with 8,800 acres of extraterritorial jurisdiction.

City Information

Date of Incorporation: 1987

2024 Population Estimate: 9,144

Form of Government:

The Village of Bee Cave formed originally as a Type-A General Law city with an Alderman-Mayor form of government. In 2006, action was taken to officially change from Village of Bee Cave to the City of Bee Cave. In February 2013, a commission was formed, and voters approved the new Home Rule Charter in May 2013. The elected City Council sets the policies for the operation of the City government. The administrative responsibility of the city rests with the City Manager who is appointed by the Council. The City Council consists of six members - a Mayor and five Council members. The Mayor and City Council are elected to two-year staggered terms annually on the first Saturday in May.



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About Our Police Department



The Bee Cave Police Department officially began providing traditional police services 24 hours a day, 7 days a week, on October 1, 2005. The Department began with 6 Officers and has since grown to an authorized staff of 21. In 2008, the department moved from a temporary portable building into the previous city hall building when the new city hall was built in the center of the Hill Country Galleria. The new police department building was renovated by staff to meet the needs of providing police services. At about 5,000 square feet, the building is approximately four times larger than the original police building. The future police department building is currently in the planning phase and should be finished by mid-2026. The new building will be shared with the Lake Travis Fire Rescue and be the City's first true public safety building.



The Department has transitioned from the use of iPads to Dell Toughbooks in our patrol cars in conjunction with mobile CAD. Our newest patrol vehicles are Ford Interceptor Utility Vehicles or Sedans and Chevrolet Tahoes. Each vehicle is equipped with the most innovative technology to support police operations to include electronic ticket writers.

All equipment and uniforms (including duty boots) needed to perform police services are custom fitted and issued to each police officer. All training, to include specialized training, is paid for. Officers work 12 hour shifts with every other weekend off.



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The Ideal Candidate

The City of Bee Cave Police Department is currently seeking highly qualified TCOLE licensed police officer candidates for the opportunity to serve our amazing city as a police officer. Located 17 miles west of Austin in Travis County, the Bee Cave Police Department proudly and professionally serves its community of approximately 9,144 residents and over 40,000 daily visitors in the beautiful Texas Hill Country. The City of Bee Cave, one of Texas's most dynamic and rapidly growing communities, is seeking creative and innovative police officers.

The Bee Cave Police Department is committed to providing consummate professional police services to our citizens and visitors to the City of Bee Cave while maintaining a "hometown" atmosphere. This is accomplished by our recruitment of highly qualified individuals that possess the distinct attributes and integrity to serve our amazing community. The Department became a Recognized Best Practices Agency in February of 2012 and has consistently achieved this accomplishment since by following and operating the best police practices.

The ideal candidate will possess a Texas Peace Officer License from the Texas Commission on Law Enforcement (TCOLE). Although police experience is preferred, our Field Training Program is designed to prepare all levels of police experiences to serve our city.

Candidates should possess:

- ★ Commitment to Excellence
- ★ Uncompromised Integrity
- ★ Community Engagement Driven
- ★ Exceptional Interpersonal Skills
- ★ Dedication to Protect and Serve
- ★ Conscious Courage
- ★ Strong Communication Skills
- ★ Mentally and Physically Fit
- ★ Superior Moral Character
- ★ Dedication to Professional and Personal Development
- ★ Team-Centric Mindset
- ★ Honorable Personal and Work History



COMMITTED TO EXCELLENCE



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The Position

General Job Functions:

Under general supervision of the Chief of Police, Lieutenants, and Sergeants, the officer will enforce laws, protect life and property, preserve the peace, apprehend criminals, and investigate traffic accidents. Police Sergeants usually determine deadlines and priorities for this position. Routine course of action to be followed is generally clear-cut and specific in accordance with established Police Department policies; however, incumbent must be able to act quickly in emergencies and make independent decisions. Our citizens have very high expectations for the services provided by the Police Department; therefore, this position requires constant contact with the public in situations that will require the use of tact, diplomacy, and good judgment.

Essential duties and Responsibilities:

- ★ Patrols are assigned to an area by car or on foot to deter crime and detect violations of the law.
- ★ Makes arrests of persons violating laws and ordinances; inspects residential, commercial, and other buildings for indications of criminal activity; responds to emergency calls, routine complaints, and alarm system signals; and takes all necessary and appropriate law enforcement actions.
- ★ Conducts open observation for traffic law violators; directs traffic; writes traffic and parking citations; questions drivers, witnesses, or others in connection with possible violations of the law; takes written statements; checks NCIC and TCIC for information on suspects; and accompanies prisoners to jail or court.
- ★ Conducts preliminary investigations at crime scenes prior to arrival of Detectives; testifies in court; writes required reports; maintains files; and answers phones; and
- ★ May be assigned specialized duties as criminal investigator, or as a specialized team member.

Required Education, Degrees, Certificates, and/or License:

- ★ Some college semester hours are preferred, with a minimum GPA of 2.0.
- ★ Applicant must be TCOLE licensed; and
- ★ Must have made passing scores on all applicable entrance exams.



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Requirements for Employment:

- ★ Must hold a valid Texas Class C Driver's License with a safe driving record (no more than 3 moving violations in the past 36 months).
- ★ No record of DWI, DUI, or license suspension within the past five years.
- ★ No conviction of any felony.
- ★ No convictions of any Class A or B Misdemeanor in the past ten years.
- ★ No convictions of any illegal drug use within the past 5 years or use of marijuana within the past two years.
- ★ No conviction of family violence within the past 10 years; and
- ★ Must not have a dishonorable discharge from the military.

Experience, Training, Knowledge, and Skills:

- ★ Must be bondable.
- ★ Must have a good knowledge of criminal laws and local ordinances.
- ★ Skilled in the use and care of firearms, vehicles, and other common police equipment.
- ★ Intermediate computer skills.
- ★ Knowledge of first aid.
- ★ Must have the ability to gain compliance with the law in a positive manner; and
- ★ Must be at least twenty-one (21) years of age.

Hiring Process

The hiring process includes the following steps, each of which must be successfully completed before the candidate can move to the next step. Candidates may be eliminated at any point in the process.

- ★ Submit City Application to Human Resources.
- ★ Initial compatibility visit to the Police Department.
- ★ Physical Readiness Test (PRT) (PASS/FAIL): Passing Standards (65%) determined by age and gender. (See PRT Appendix)
 - 500 Meter Row for Time, or
 - 4-minute Row for Distance, or
 - 2000-meter Row for Time.
- ★ Complete Comprehensive Background Disclosure Statement.



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- ★ Successfully complete comprehensive background investigation.
- ★ Successfully complete oral boards.
- ★ Successfully complete interview with Chief of Police.

How to Submit

Application and job description can be downloaded at www.beecavetexas.gov, If you have any questions, please contact Lt. Vicente Montez at 512-767-6654 or vmontez@beecavetexas.gov.

Send applications and resumes to:

City of Bee Cave

Attn: Human Resources 4000 Galleria Pkwy.

Bee Cave, TX 78738 Fax: 512-579-2959

E-mail: HR@beecavetexas.gov

The City of Bee Cave is an Equal Opportunity Employer.



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