



NOW HIRING

BIG SPRING PD IS NOW HIRING POLICE OFFICERS

- 100% PAID ACADEMY TRAINING FOR NON-CERTIFIED CADETS
- LATERAL POLICE OFFICER RECRUIT PROGRAM
- EQUIPMENT AND UNIFORMS ARE PROVIDED
- TAKE HOME VEHICLES WITH A ONE HOUR RESPONSE TIME
- TMRS RETIREMENT (2:1 CITY MATCH)
- 100% EMPLOYEE MEDICAL AND LIFE INSURANCE PREMIUM PAID BY THE CITY
- PAID VACATION AND HOLIDAYS
- PAID SICK LEAVE
- LONGEVITY PAY FOR YEARS OF SERVICE
- EMPLOYEE WELLNESS PROGRAM
- TUITION REIMBURSEMENT PROGRAM
- PROGRESSIVE ANNUAL IN-SERVICE TRAINING AND EXTERNAL TRAINING OPPORTUNITIES.
- DIVERSE ASSIGNMENTS SUCH AS SWAT, NARCOTICS, TRAFFIC, AND CRIMINAL INVESTIGATIONS DIVISION
- \$5,000 ACADEMY REIMBURSEMENT AND \$4,500 RELOCATION PAY FOR CERTIFIED OFFICERS
- CERTIFIED OFFICERS ARE ELIGIBLE FOR \$800 MONTHLY HOUSING ALLOWANCE FOR ONE YEAR
- FREE DORMITORY HOUSING FOR NON-CERTIFIED CADETS IN THE ACADEMY
- LATERAL RECRUIT PROGRAM FOR EXPERIENCED OFFICERS

Cadet Pay: \$54,109/year ~ Certified Officer Pay: \$65,538/year

ENTRY LEVEL TESTING ON MARCH 5, 2026

The application deadline is March 2, 2026

Testing for Certified Police Officers is scheduled as needed. Certified Police Officers are strongly encouraged to apply at anytime.

APPLY TODAY AT WWW.MYBIGSPRING.COM

BIG SPRING POLICE DEPARTMENT

JOIN OUR TEAM!

LATERAL ENTRY POLICE OFFICER POSITIONS AVAILABLE

BENEFITS

- Health/Vision/Dental Insurance
- Paid Life and AD&D Insurance
- TMRS (2 to 1 match)
- Deferred Compensation with a 6.7% match
- Vacation Buy Back (up to 68 hours annually)
- 12-hour shift schedule, every other Friday, Saturday, and Sunday off
- Longevity Service Pay
- Tuition Reimbursement
- Uniforms & Equipment Supplied
- Upfront vacation leave:
 - 5yrs—80 hours
 - 5 to 10 yrs—120 hours
 - 10+ yrs—160 hours
- Take home patrol car within one hour response radius

3 YEARS EXPERIENCE

\$70,578

5 YEARS EXPERIENCE

\$72,989

7 YEARS EXPERIENCE

\$75,479

10+ YEARS EXPERIENCE

\$81,282

INCENTIVE PAYS

Relocation Pay	\$4,500
1 yr. Housing Allowance	\$800/mo
Academy Reimbursement	\$5,000
Firearm Allowance	\$800
Associate Degree	\$1,200/yr.
Bachelor Degree	\$2,400/yr.
Shift Differential	5% Increase
FTO Pay	\$50 daily

*The BSPD lateral pay scale pays for 2 to 10+ years of experience.

Minimum Qualifications:

- Subject to the same hiring process as all other police officer applicants.
- Must have 12 months certified, full-time, law enforcement experience from a comparable size agency.
- Must not have pending disciplinary actions or investigations for misconduct.



APPLY TODAY
www.mybigspring.com

BIG SPRING POLICE DEPARTMENT
3613 West Highway 80, Big Spring, TX 79720
432-264-2347 • sking@mybigspring.com

