



HIRING DEPUTY CONSTABLES

The Constable's Office is hiring. We seek qualified applicants who hold a basic peace officer license from TCOLE; intermediate, advanced, or master preferred. Applicants who are currently employed with an agency can be expedited in our hiring process. Applicants who are concerned with their current agency being contacted during the background have the option to request that portion be conducted after a conditional job offer has been made. If you or someone you know is seeking employment, please reach out to our recruiting division Sergeant Robert Hardcastle at (210) 335-4750 between the hours of 9AM to 5PM Monday thru Friday or by email at robert.hardcastle@bexar.org

Bexar County Constable PCT 3

Precinct 3 Deputy Constables have county wide jurisdiction for criminal law enforcement. Precinct 3 is approximately 284 square miles and covers the north side of Bexar County. Constables work in a proactive environment encompassing felony/misdemeanor warrants, traffic, and related law enforcement issues. Constables also conduct warrant arrests and serve court documents. Enclosed is our hiring process along with Bexar County benefits and Constable benefits. There are two QR codes, one for Bexar County benefits showing the cost breakdown for medical and another one is for our application. If at any time you need assistance or have questions about our process, please reach out to our recruiting division.



Hiring Full Time Law Enforcement Deputy Constable

Job Closing: Opened until positions filled

Pay Rate: First year **\$59,268** annual / \$4939 Monthly up to **\$90,564** annual / \$7,547 monthly

Excellent working environment with an emphasis on training. The Constable's Office has many opportunities in law enforcement to include traffic, commercial motor vehicle enforcement (weight enforcement), school resource officers (Comal ISD schools within Bexar County), bailiff and court security for Justice Court, executing warrants, and proactive law enforcement.

Hiring Process:

- Complete Bexar County initial application online
- Complete Bexar County Constable Pct 3 Personal History Statement, emailed to you
- Oral Interview Board
- Background; will work with applicant in relation to current employer and when to contact
- Complete a polygraph packet and polygraph, here at Pct 3 with the Constable
- Conditional Job Offer
- Pre-employment weapon qualification (information can be requested during oral board)
- Drug Screening & Physical, Psychological if necessary, and DPS fingerprinting

Bexar County Benefits

- Annual salary increases through Constable step plans on a 26 pay period
- 2 for 1 retirement contribution (TCDRS); vested after 8 years
- Deferred Compensation Retirement (457) available
- Health, Vision, Dental and Life Insurance
- Vacation Leave (1-4 yrs 10 days, 5-9 yrs 12 days, 10-14 yrs 15 days, over 15 yrs 18 days)
- Employee Health and Wellness Clinic
- Flexible Spending Accounts (flexible, tax-deferred health and dependent care accounts)
- Legal plan
- Prescription drug program
- Wellness Rewards Program
- Transportation benefits including Flex Spending Account, Van Pool, Carpool and VIA bus services
- Uniform Allowance \$420 per year
- Tuition Assistance through Bexar County
- Longevity Pay
- Sick, Bereavement, and Military Leave
- Sick leave Pool (must contribute)
- Civil Service protection after one year of successful completion of probationary period
- Texas Senate Bill 23 protection (defunding law enforcement/reduction in staffing)

Constable Precinct 3 Equipment, Benefits, and divisions

- Fitted for Angel Armor ballistics vest with rifle-rated plates front and back
- 3 Uniforms provided upon hiring
- Shift Differential Pay (\$175 per pay period, \$350 monthly)
- Ability to work off duty after successful completion of field training, *off-duty jobs may be worked while in FTO program if working in conjunction with another full-time deputy who is not in the FTO program
- Duty weapon & holster, Glock .40 caliber issued: red dot and flashlight mount
- Taser 7
- OC Spray
- Flashlights
- Axon Body Worn Camera and Axon in car video system with ALPR
- Take home vehicle program
- Stalker XS and RLR Lidar
- Stalker Doppler Dual Radar Same Direction
- Issued rifle and/or shotgun
- Scheduled to work one holiday a year based on seniority
- Traffic division and Commercial Vehicle Weight Enforcement
- School Resource Officers (Comal ISD schools located in Bexar County)

Job Duties

- Operate emergency vehicles while patrolling specific areas to detect law violators, issue citations, and make arrests. Investigate illegal or suspicious activities
- Execute arrest warrants, locating and taking persons into custody
- Record daily activities, and submit logs and other related reports and paperwork to appropriate authorities
- Patrol and guard Justice Court, Jury rooms, schools, and assigned areas
- Place people under emergency detention
- Take control of accident scenes to maintain traffic flow, to assist accident victims, and to investigate causes
- Serve, subpoenas, citations, writs, Texas Attorney General child support orders, and other court orders
- Respond to citizens calls involving vehicle accidents, crimes, neighborhood disturbances, fire and other citizen requests, obtain witness statements, and photograph crime scenes
- Issues citations, serve warrants of arrest, apprehend suspects and arrest persons charged with felonies and misdemeanors, provide courtroom testimony
- Performs other duties as assigned

Minimum Qualifications

- High School or General Education Development (GED) certificate
- Minimum Basic Peace Officer Certificate from the Texas Commission on Law Enforcement (TCOLE)
- Must be currently employed as a full-time peace officer for last six months, exceptions on case-by-case basis or successful completion from law enforcement academy seeking first law enforcement position
- Must have no prior convictions for: driving while intoxicated, driving while impaired, no possession or trafficking of illegal narcotics or drugs, assault, stalking, family violence, theft, crimes of moral turpitude, or sexual offenses
- Military applicants must disclose any non-judicial discipline involving the Uniform Code of Military Justice
- Must have never been on court-ordered community supervision or probation for any criminal offense
- Must not be currently under indictment for any criminal offense
- Good knowledge of Federal, State and Local laws, codes and statutes
- Must be able to patrol assigned district attempting to detect and suppress criminal activity
- Must be able to make criminal justice inquiries on suspects to determine if wanted and making arrest when appropriate
- Must be able to prepare detailed incident reports
- Must be able to enforce traffic laws by patrolling and issuing traffic citations to violators
- Investigate traffic accidents
- Must be able to testify in court
- Ability to effectively respond to citizen inquiries and complaints
- Skill in communicating effectively both in writing and in person utilizing the English language
- Ability to maintain effective working relationships with coworkers, Elected/Appointed Officials, Department/Division Heads, County employees, government agencies and the general public
- Must secure and maintain a favorable background investigation from the Bexar County Constable's Office Pct 3
- May be required to work during daylight hours, evenings, and occasional overnight and work more than 40 hours during a workweek



QR link to application site. You will need to create an account and then fill out and submit the application. See below for additional ways to get to the job opening.

<https://bexar.wd12.myworkdayjobs.com/BexarCountyExternalCareerSite> Then filter the Location tab for Bexar County Precinct 3 Office or www.bexar.org and hover over Government, and then click on Human Resources.



QR link to Bexar County 2025 Benefits Guide including medical cost breakdown per pay period and additional perks.

<https://www.bexar.org/DocumentCenter/View/43650/2025-Employee-Benefit-Guide?bidId=>