

LIEUTENANT

CITY OF LAKEWAY, TEXAS



SEEKING A LEADER

The City of Lakeway seeks a Lieutenant that can lead with strong interpersonal skills and a transformational and collaborative leadership style. The Lieutenant will inspire employees to reach their full potential while holding employees accountable to a high standard of performance and professionalism. The chosen candidate will be a person of integrity who has a proven record of building positive relationships within their agency and the community at large.

The ideal candidate will be able to help evaluate the effectiveness of the department's existing programs and procedures and offer recommendations for improvement, when necessary. The successful candidate must have excellent communication skills and be able to effectively convey information to a variety of audiences. The Lieutenant will be dedicated to positive leadership, possess a bias for action, and be committed to excellence.



CITY OF LAKEWAY VISION & MISSION

As Lakeway continues to evolve, it will stay focused on enhancing community values through thoughtful planning that supports quality of life for its residents and long-term fiscal health for the city. Lakeway will remain a vibrant, resort-style community defined by its natural beauty, recreational opportunities, and small-town charm.

- Foster Community Identity
- Develop transportation choice & connectivity
- Be stewards of the environment
- Cultivate parks, recreation, & cultural programs
- Support housing & neighborhoods
- Ensure economic development & resiliency



OUR COMMUNITY

Nestled in the western corner of Travis County, Lakeway is ideally situated on the south shore of Lake Travis in the scenic Texas Hill Country. Located about 25 miles west of downtown Austin, Lakeway is a resort community complete with golf courses, tennis courts, marinas, a private airport, a full-service hotel and spa, a 65-mile long lake, 100 acres of parkland and trails, and nearly 500 acres of greenbelts. It is considered one of the finest small cities in the Austin metro area.

Lakeway is a unique, prestigious, growth-managed community with a full-service city government. The City provides police, court, building and development, parks and recreation, streets and drainage, and solid waste management services.

Providing a soothing contrast to the rapidly growing Austin metro area, Lakeway is a community you can choose to visit on weekends, or live in full time. Lakeway offers a relaxing “lake lifestyle” and the opportunity to live and work where you play.

CITY OF LAKEWAY

GOVERNANCE & ORGANIZATION

The Lakeway City Charter establishes a Council-Manager form of government. The mayor and six councilmembers are elected at-large and serve as the legislative body of the city. The city manager reports directly to the city council and administers the day-to-day affairs of the city, implementing the policies established by council and ensuring that the city operates in a fiscally responsible manner.

Joseph Molis became Lakeway's City Manager in 2022 after serving as Assistant City Manager. He has been with the City of Lakeway since 2020.

Chief Glen Koen reports directly to the City Manager. Chief Koen became Lakeway's Chief of Police in November of 2021. He brings more than 27 years of diverse law enforcement experience and a focus on developing high functioning, professional officers who are accountable to the community.

Mayor and City Council

Mayor Thomas Kilgore

Mayor Pro Tem Louis Mastrangelo

Councilmember Kelly Brynteson

Councilmember Christopher Forton

Councilmember Kent O'Brien

Councilmember Logan Brown

Councilmember Wes Hook



City of Lakeway Municipal Departments

- Administration
- Building & Development Services
- Communications
- Finance
- General Services
- Human Resources
- IT
- Municipal Court
- Parks & Recreation
- Police
- Public Works

Water and wastewater utilities are provided by municipal utility districts and Travis County Water Control and Improvement District 17, with fire protection provided by Travis County Emergency Service Districts #6 & #8.

LAKEWAY POLICE DEPARTMENT

PERSONNEL

The Lakeway Police Department consists of 57 full time positions, including 35 sworn police officer positions and 22 civilian positions. The executive staff consists of the Chief of Police, Assistant Chief, two Lieutenants, Administrative Services Manager and Telecommunications Manager. There are 20 officers assigned to the Patrol Division. There are 11 officers assigned to the Special Operations Division, which consists of a Traffic Unit (with motors), an Investigations Unit and a Special Services Unit. The Telecommunications Center includes one Manager, two Supervisors and eight Telecommunicators. The department also has two Administrative Specialists, a Crime Analyst, a Crime Scene/Evidence Technician and a Victims Services Team.



LAKEWAY POLICE DEPARTMENT VISION & MISSION

Vision: We are dedicated to unsurpassed Safety and Service!

Mission: The primary mission of the Lakeway Police Department is to keep our community SAFE!

Core Values: Positive - Proactive - Professional - Problem Solver - Resilient

The Lakeway Police Department is committed to providing exceptional, innovative, and professional police service to our community. We believe in a balanced approach to law enforcement and will enforce the law in a fair and just manner. We accomplish our mission through the dedicated work of our highly motivated, engaged, and technically equipped team.



LAKEWAY POLICE DEPARTMENT

CANDIDATE EDUCATION & EXPERIENCE

- Bachelor's degree from an accredited college or university preferred
- Minimum of eight (8) years of full-time law enforcement work experience, with at least three (3) years of experience at the rank of Sergeant or above
- Strong working knowledge of leadership and management principles
- Completion of a first-line supervisor course required
- Completion of a command level leadership course, or equivalent, preferred
- Proof of citizenship and/or eligibility to legally work in the United States
- Valid Texas driver license with satisfactory driving record, as defined by City policy (Out of State applicants must have the ability to obtain a Texas driver license after hire)
- Possess, at a minimum, an Advanced Texas Peace Officer Certificate (Out of state applicants may substitute the equivalent years of service and training and will pursue advanced certification after hire)

COMPENSATION & BENEFITS

The City of Lakeway offers a competitive salary, depending on qualifications and experience. In addition to a competitive salary, the City provides a generous [benefits package](#) that includes comprehensive medical, dental, vision, and life insurance, along with retirement, paid vacation, sick leave and holidays. Hiring salary range for this position is \$100,365 - \$131,923 per year.



APPLICATION PROCESS

Interested candidates for the Police Lieutenant position should submit a comprehensive résumé and compelling cover letter online at lakeway-tx.gov/jobopenings no later than 5:00 pm on Monday, August 3, 2026. Confidential inquiries are welcomed to Human Resources Director Wendy Askey at 512-314-7508 or wendyaskey@lakeway-tx.gov.

The City of Lakeway is an Equal Opportunity Employer



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