

Police Officer (Watauga Police Department Entrance Exam)

APPLY HERE: <https://www.governmentjobs.com/careers/wataugatx>

Police Officers assigned to the Patrol Division work 12-hour shifts under the general direction of the Police Corporal. This is a highly responsible professional position that performs specialized work in law enforcement.

Minimum Requirements for Police Officer Applicants

Education Certification Pay

Associates Degree \$300

Bachelors Degree \$600

Masters Degree \$900

TCOLE Certification

TCOLE Intermediate \$600

TCOLE Advanced \$1,200

TCOLE Master \$1,800

Language Pay: Annual \$600

Fitness Incentive Pay: Annual \$600 - Renews every 6 months

Shift Differential Pay

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IMPORTANT:

- 1. Testing Information:** A Police Department Entrance Examination will be held on **Friday, May 30, 2025**, at **9:00 a.m.** It will be held at the Hector F. Garcia Community Center located at 7901 Indian Springs Road, Watauga, TX 76148.

The physical agility examination will follow the written exam. The Watauga Police Department is now using the Concept2 Rower for the physical agility exam. Applicants should become familiar with using the Concept 2 Rower and their target time.

The hyperlink below is for the Concept2 Rower's website where information about using the rower and technique videos are available.

<http://www.concept2.com/indoor-rowers/training/technique-videos>

Applicants can determine their target time by entering Gender, Weight and Age Range in the VO2 Max Calculator.

2. Lateral Entry for Experienced Officers - Certified Police Officers may be eligible for lateral entry. Salary will vary depending on years of experience.

3. Military Officers -Those honorably discharged from the military within one year of the initial pre-employment test date after completing two or more years of active duty may be eligible to test for certification with TCOLE. Applicants should review [Military Officer Eligibility Requirements](#) to determine eligibility.

4. Items to Review: Applicants should download the [Notice of Police Department Entrance Examination](#) for more information on testing procedures. Applicants should also review the [Police Department Applicant Requirements](#) to determine eligibility.

5. Personal History Statements: Applicants who pass the physical and written examination must complete a City of Watauga Police Department Personal History Statement. Once applicants have registered, they will receive an email with information regarding the process for completing the Personal History Statement. The Personal History Statement will be due **Friday, June 6, 2025**. Completed Personal History Statements can be brought on the date of the exam.

6. Waiver of Liability: The [Waiver of Liability](#) is to be completed, signed, and notarized before the examination begins. Applicants can complete this form prior to arriving or at the testing site. A notary will be available at the testing site.

7. Study Guide (OPTIONAL):

The NPST Candidate Orientation Guide is an entry-level police practice test that will determine how prepared you are to pass the actual National Police Select Test (NPST) exam. This practice test consists of 30 multiple-choice questions

<http://www.fpsi.com/police-orientation-guide-download-disclaimer/>

The guide is available for download after purchase and will not be shipped. Applicants must pay close attention to ALL instructions on both FPSI and PayPal's websites in order to download any guide properly. The cost is \$10.00.

Make sure to select: NPST Candidate Orientation Guide.

9. Deadline To Apply: Wednesday, May 28, 2025 @ 11:59 pm

Essential Duties and Responsibilities:

- Work involves responsibility for rapid and efficient performance of law enforcement specialized duties under normal and emergency conditions and may involve threats to personal safety and/or life.
- Perform crime prevention and detection activities enforcing federal, state and local laws, preserving peace and protecting property and lives.
- Respond to emergency calls to protect lives and property often involving criminal activities.
- Patrol assigned area to prevent and detect criminal activities normally operating a City vehicle.
- Initiate applicable investigation techniques to develop and prosecute criminals under each offense.
- Document investigative actions, interviews, interrogations, subpoena procurement; written statements; affidavits for evidentiary warrants and arrest warrants; evidence collection; identification, location and apprehension of perpetrator and property recovery.
- Investigate non-criminal actions such as missing persons, found property, etc.

- Conduct specialized undercover investigations as assigned.
- Apprehend suspected criminals as situation dictates.
- Prepare activity reports detailing patrol/investigation occurrences and submit reports to superiors for review.
- Enforce traffic laws through patrol and issuance of citations.
- Investigate and prepare crime/traffic reports on criminal activities and traffic accidents.
- Maintains familiarity with maps and related road networks within the City's area and within those areas with Mutual Aid Response Agreements.
- Participate in all scheduled and assigned training classes.
- Participate in Police Department crime prevention and education programs and activities.
- Communicate among assigned personnel, other employees throughout the city, upper management and the general public as necessitated by the position.
- Maintain vehicles and equipment.
- Allow for self-availability in order to work all shifts.
- Perform other job-related duties consistent with assigned division responsibilities.
- May perform other assignments and handle special projects as required.
- Meet and maintain firearm qualification requirements.

Minimum Qualifications:

- Applicant must be 21 years of age
- Applicant must hold a valid Texas Driver's License.
- Applicant must be a U.S. Citizen.
- Applicant must be able to read and write the English language.
- Applicant must possess a high school diploma or GED.
- Applicants who are hired as recruits will be required to attend and successfully pass the Police Academy are subject to an eighteen (18) month probation period.

Knowledge, Skills and Abilities:

- Must possess required knowledge, skills, abilities and experience and be able to explain and demonstrate, with or without reasonable accommodations, that the essential functions of the job can be performed.
- Knowledge of approved principles and practices of police work.
- Knowledge of laws pertaining to enforcement of police regulations.
- Knowledge of first aid.
- Ability to analyze and define problems, identify alternative solutions, estimate consequences of proposed actions, and implement recommendations in support of goals.
- Ability to learn and efficiently operate law enforcement tools and equipment (i.e. firearms).
- Ability to communicate both orally and in writing, ability to understand and follow oral and written instructions.
- Ability to establish and maintain working relationships with employees and management.
- Ability to think clearly and use independent judgment in routine and non-routine situations which may occur. Good physical condition and the ability to perform job functions.
- Ability to provide good customer service under normal and extreme circumstances.
- Ability to maintain regular and punctual attendance.
- Skilled in the use of Microsoft Word, Excel, and custom records management software.
- Skilled in law enforcement techniques and methods.

EMPLOYEE BENEFITS

Full Time

The City of Watauga offers a variety of employment benefits to all regular full time employees.

SALARY AND RETIREMENT

SALARY

Salary ranges are designed to be competitive with area industries and municipalities.

SOCIAL SECURITY

The City of Watauga is a non-participating agency.

TEXAS MUNICIPAL RETIREMENT SYSTEM

Regular full-time employee's tax-deferred contribution into the pension fund is 7% of gross wages. The City matches this contribution on a 2 to 1 ratio. Vested after 5 years. Employees are eligible to retire with 20 years of service. [TMRS](#).

MEDICARE

Employees are required to contribute 1.45% of their pay for Medicare insurance.

LONGEVITY PAY

Full-time employees who have been employed for one (1) year are eligible to receive longevity pay. Eligible employees will receive twelve dollars (\$12) for each month they have been employed, and this is distributed as a lump sum in the month of December.

TUITION REIMBURSEMENT

The city will reimburse eligible employees for a portion of the cost of tuition. Conditions and restrictions do apply.

LEAVE

HOLIDAYS

Thirteen (13) holidays including New Year's Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day, 2 Personal Days and Birthday Holiday.

VACATION

Employees begin accruing vacation leave when hired but are unable to use it until after successfully completing their 6 month probationary period. Full-time Employee's vacation leave accrual rates are based on length of service. Vacation leave during the 1st and 2nd year is 80 hours annually. Vacation leave during the 3rd and 4th year is 120 hours annually. Vacation leave after the completion of five to 10 years of service is 128 hours annually. Vacation leave after the completion of ten years of service is 168 hours annually.

SICK LEAVE

Sick leave is accrued at 10 hours per month for a total of 120 hours per year for regular Full time employees

HEALTHCARE

MEDICAL INSURANCE

All regular full-time employees are eligible for medical, dental and vision insurance. Family coverage is available by payroll deductions at reduced group rates. Retirees are also eligible for coverage.

HEALTH SAVINGS ACCOUNT

The City of Watauga offers Health Savings Accounts (HSAs) to employees who have elected a High Deductible Health Plan. Employees can deposit money to their HSA through payroll deductions on an income tax free basis. Employees own their HSA and the money can roll over every year if not used. The account is theirs and they will keep it even if they leave the City. Employees will be issued a debit MasterCard, which can be used to pay for medical expenses, prescriptions and other qualifying items

INCOME PROTECTION

LIFE INSURANCE

The City presently has a group life insurance program under which regular full-time City employees are eligible for a minimum of \$20,000 or 1X the annual salary to a maximum of \$100,000 at no cost to them. Accidental Death and Dismemberment insurance is also provided at no cost to regular full-time employees for the same coverage.

VOLUNTARY LIFE INSURANCE

Voluntary Term Life Insurance is available in increments of \$10,000 to a maximum of \$300,000. Coverage is available for spouses under age 70 in increments of \$5,000 to \$150,000 not to exceed 50% of your amount. Children of covered employees can have

\$10,000. This coverage is guaranteed at the initial offering up to \$150,000 for employees under age 60, \$30,000 for spouses under age 60 and \$10,000 for children. If you apply at a later date or for amounts over the Guaranteed Issue you need to complete a medical questionnaire and could be declined for coverage. Cost will depend on the employee's and spouse's age and coverage amount. You also have the option to add AD&D coverage to your Life Insurance. AD&D coverage to employee and spouse voluntary life insurance. The amount must match the amount of supplemental life insurance. (Cost \$0.03 per thousand)

LONG TERM DISABILITY

All regular full-time employees have long term disability coverage, which is provided at the City's expense. The long-term disability plan provides financial protection for regular full-time employees by paying a portion of the employee's income (up to 50% of monthly earnings to a maximum benefit of \$5,000 per month).

MILITARY LEAVE

Regular employees are allowed (15) days per year.

WORKERS COMPENSATION

Employees may receive up to three months of salary continuation due to an on-the-job injury

VOLUNTARY SUPPLEMENTAL BENEFITS

Group rates are offered for supplemental insurance plans including Accident, Cancer, Critical Illness, Hospital Indemnity, Medical Transportation, Permanent Life Insurance, Pet Insurance, Legal and Identity Theft, and Short Term Disability coverage. These are voluntary plans paid for by the employee.

OTHER BENEFITS

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Employee Assistance Program (EAP) is a benefit available for employees and their dependents to be used for confidential counseling.

SERVICE AWARDS

Employees receive service awards for every five years of service.

DIRECT DEPOSIT

The City of Watauga is a direct deposit City. The City offers the ability to deposit employees' paychecks into 6 different accounts, if desired.

WATAUGA RECREATION CENTER

Employee membership is free.

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