



LEWISVILLE
Deep Roots. Broad Wings. Bright Future.

City of Lewisville Police Officer

SALARY	\$41.48 - \$52.40 Hourly \$7,189.00 - \$9,082.58 Monthly \$86,268.00 - \$108,991.00 Annually	LOCATION	Lewisville, TX
JOB TYPE	Full-Time	JOB NUMBER	FY2526-00073
DEPARTMENT	Police Department	OPENING DATE	02/12/2026
CLOSING DATE	9/30/2026 5:30 PM Central	FLSA	Non-Exempt

Position Summary

We are currently accepting applications for the Police Officer position with the City of Lewisville. This posting is open to both:

- **Entry-level recruits** who are interested in starting a career in law enforcement, and
- **Licensed officers** who are already certified and seeking to join our team.

Hiring Incentive: *We're excited to offer a hiring incentive of \$2,500 for police officers and \$2,000 for police recruits! This incentive is available only to new hires and does not apply to current employees.*

The Lewisville Police Department conducts testing on a continuous basis. After you submit your application, a police recruiter will review your qualifications. Candidates selected to move forward will be contacted to schedule both the written exam and the row test, selecting from the available dates listed below. The written exam and row test are administered on the same day.

Written Exam and Row Test Dates:

- Monday, March 9, 2026 at 1:00PM
- Wednesday, March 11, 2026 at 1:00PM
- Monday, April 6, 2026 at 1:00PM
- Thursday, April 9, 2026 at 9:00AM
- Tuesday, May 26, 2026 at 9:00AM and 1:00PM
- Thursday, June 18, 2026 at 9:00AM and 1:00PM
- Thursday, July 16, 2026 at 9:00AM and 1:00PM
- Wednesday, August 12, 2026 at 9:00AM and 1:00PM
- Thursday, September 24, 2026 at 9:00AM and 1:00PM

Background Standards: You will find detailed information on our background standards by following this link: [Click Here](#).

Selection Process Steps:

- Submit online application
- Schedule written exam and row test date
 - **Rowing Calculator- [Click Here](#)**
 - **500 Meter - [Click Here](#)**
 - **4 minute test - [Click Here](#)**
- Complete a Personal History Statement (PHS) and bring to your scheduled written exam and row test
- Receive, complete, and return a Polygraph Statement
- Background Investigation
- Polygraph Test
- Chief's Interview
- Physical examination
- Psychological examination

The starting annual salary is \$86,268.00 increasing to \$89,688.00 after completion of the Field Training Program; the top of range salary for a Police Officer is \$108,991.00. For lateral entry program and salary, please see below.

[Lateral Program Information](#)

*****Job Description*****

The Police Officer is the foundation of the department's geographic accountability model and is directly responsible for the delivery of police services within an assigned beat or district. Officers respond to and self-initiate calls for service, enforce laws, conduct investigations, prepare accurate reports, and uphold departmental policies and values while serving as the most visible representatives of the department in the community. Officers are empowered to identify and address crime, traffic safety, and neighborhood concerns by working directly with residents, businesses, and community stakeholders. They are expected to form strong community relationships, monitor conditions within their assigned areas, and implement solutions to problems without requiring prior approval when appropriate. Officers analyze available data and collaborate with their Sergeant, Lieutenant, and Captain to make informed decisions that improve safety and quality of life.

Essential Functions

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodation so that qualified employees can perform the essential functions of the job.

- Respond to calls for service and proactively perform assigned duties, whether patrol response, criminal investigations, traffic enforcement, or specialized assignment, to deter crime, enforce laws, and improve safety.
- Remain engaged in their assignments and actively contribute to enforcement, investigation, and problem-solving efforts.
- Identify and arrest offenders, investigate criminal incidents, conduct surveillance, investigate crashes, or prepare case documentation, depending on assignment.
- Enforce state laws, city ordinances, and traffic regulations fairly and consistently; proactively identify and take enforcement action against criminal activity, traffic violations, and other threats to public safety in compliance with law, department, and city policies.
- Investigate incidents by securing scenes, collecting evidence, interviewing witnesses, and preparing thorough case documentation.
- Prepare accurate, complete, and timely reports that document enforcement, investigative, and community-policing activity.

- Testify in court as required, maintaining credibility as a professional witness.
- Serve as the foundation of the geographic accountability model. Police Officers are directly responsible for their assigned beats, districts, cases, or special assignments.
- Build community relationships, remain aware of crime, traffic, and neighborhood concerns, and address problems as they arise. Officers are empowered to implement solutions appropriate to their role, while keeping supervisors informed.
- Monitor crime, traffic safety, and neighborhood concerns; empowered to act on emerging problems and implement solutions when appropriate, while keeping supervisors informed.
- Build and maintain positive relationships with residents, businesses, schools, and community stakeholders to strengthen trust and cooperation.
- Use data such as crime reports, calls for service, crash trends, and community feedback to guide activity and make informed decisions in collaboration with supervisors.
- Participate in community meetings, events, and problem-solving initiatives as a representative of the department.
- Work with Sergeants, Lieutenants, and Captains to identify trends, set priorities, and coordinate solutions to crime, traffic, or neighborhood problems within assigned areas.
- Collaborate with other units of the department to address problems that cross shifts, sections, or divisions.
- Partner with City departments and outside agencies to implement problem-solving strategies and long-term solutions.
- Share information with fellow officers and supervisors to ensure effective coverage and continuity of service.
- Participate in task forces, interagency operations, and multi-jurisdictional investigations when assigned.
- Uphold departmental policies, procedures, and values in all actions and interactions.
- Complete reports, documentation, and video accurately and on time, maintaining accountability for all activity.
- Maintain assigned equipment, vehicles, and technology in a state of readiness, ensuring reliability for public safety.
- Carry forward command direction from supervisors, reinforcing departmental values and professionalism in daily work.
- Commit to continuous learning and personal development through training and education.

Position Qualifications

Experience: No prior experience required. However, some experience as a full-time paid police officer for a law enforcement entity/agency in a position where they had the authority to enforce laws, investigate crimes, make arrests, respond to calls for service, carry a firearm, and use discretion as part of their assigned duties required is preferred.

Licenses and Certifications: None.

Preferred Qualifications:

- Current City of Lewisville Police Department employees

Candidates with the following qualifications are encouraged to apply. These factors may be considered in the overall evaluation process:

- Military service
- Bilingual proficiency (Spanish, Korean, Burmese)
- Current state peace officer certification

Conditions of Employment: Must submit to and pass a pre-employment drug test, physical exam, and psychological and polygraph testing; Must possess a valid State of Texas Driver's License Class "C" and good driving record as defined by City policy; Must be at least twenty-one (21) years of age at the time of the written entrance examination; Must be a US Citizen; Ability to pass a background investigation.

Other Requirements: If applying as a lateral-transfer candidate, possess a basic certificate from the Texas Commission on Law Enforcement; Be fingerprinted and subjected to a search of records to disclose a criminal record; Not be on probation for a criminal offense; Have vision correctable to 20/20 binocular for all hours of the day including day, evening, and night; Achieve a minimum of 70% of police department physical rowing test using Texas Department of Safety Standards; This position is subject to emergency operations. The individual holding this position will be required

to work as usual or as needed during emergency operations, 2) in preparation for prolonged emergency operations and/or 3) during recovery from prolonged emergency operations as directed by his/her direct supervisor, Department Head or designee, or the City Manager or designee.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Federal, State, and local criminal and civil laws, including the Code of Criminal Procedure, Penal Code, Transportation Code, Health & Safety Code, Family Code, and Alcoholic Beverage Code.
- Departmental policies, procedures, and organizational structure.
- Principles of community policing and geographic accountability.
- Basic investigation techniques, traffic enforcement, and patrol operations.
- Rules of evidence, arrest, search and seizure, and courtroom testimony.
- Safe and proper operation of assigned equipment, vehicles, and technology.

Skilled in:

- Exercising sound judgment and discretion in stressful and dynamic situations.
- Proactively patrolling, responding to calls for service, enforcing laws, and conducting investigations.
- Building relationships and engaging positively with residents, businesses, schools, and community stakeholders.
- Identifying problems within assigned areas and implementing solutions, individually or in collaboration with supervisors and partners.
- Preparing complete, accurate, and timely reports, case files, and related documentation.
- Using technology and departmental systems for communication, records, and evidence management.
- Communicating clearly and professionally, both orally and in writing.
- Working effectively as part of a team and following supervisory direction.
- Maintaining professionalism, integrity, and accountability in all interactions.
- Caring for and ensuring readiness of assigned equipment, vehicles, and technology.

Physical Demands and Working Conditions: Must possess mobility to work in the field; strength, stamina, and mobility to operate a motor vehicle, pursue suspects on foot, and perform physical tasks such as restraining individuals or moving equipment. Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, over the telephone, and on the radio. The job involves frequent standing, walking, running, bending, kneeling, climbing, and lifting/carrying objects up to 50 pounds. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate the above-mentioned tools and equipment.

Employees work primarily in the field and may be exposed to loud noise levels, extreme temperatures, inclement weather, road and land hazards, chemicals, confined spaces, hazardous materials, electrical hazards, hazardous physical substances and fumes, and physical confrontations. Employees may also work in an office environment with moderate noise levels and controlled temperature conditions. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

Police Officers are expected to model integrity, professionalism, and accountability in all situations, carry forward command direction, and represent the department positively to the community.

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking, hiking, and/or climbing in and through operational areas to identify situations, problems, or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate the above-mentioned tools and equipment.

The City of Lewisville has reviewed this job description to ensure that essential functions and basic duties have been included. The above statements are intended to describe the general nature and level of work being performed and are not intended to be an exhaustive list of all functions, responsibilities, skills, and abilities, which may be required. Additional functions and requirements may be assigned by supervisors as deemed appropriate. The position also requires meeting the essential requirements of the Physical Demands and Working Conditions, with or without reasonable accommodation.

Levels of positions within a class series are distinguished by the level of responsibility assumed, the complexity of

duties assigned, the independence of action taken, the nature of the public contact made, and the impact and span of tasks performed.

This job description is not an employment agreement or contract. The City of Lewisville has the exclusive right to alter this job description at any time without notice.

Work Hours

Hours vary, daytime, evenings, weekends, holidays this is a 24/7 position.

Benefits

Experience job stability and attractive benefits by pursuing a full-time career in municipal government with the City of Lewisville.

- TMRS – Employees are required to contribute 7% of their salary, the City will match 2:1
- 457(b) Deferred Compensation Plan – if employees contribute a minimum of 4%, the City will contribute 3.76% to a 401(a) Plan in the employee's name (vested after 5 years of service)
- Medical Coverage (includes Prescription Drugs) – 2 medical plans through CIGNA, including an HSA
- Dental Coverage through CIGNA
- Vision Coverage through Superior Vision
- Employee Assistance Program
- Flexible Spending Accounts (Medical and Dependent Care FSA's)
- Pre-tax Premium Deductions
- Life Insurance equal to four times annual salary
- Accidental Death and Dismemberment Insurance equal to three times annual salary
- Voluntary Dependent Life Insurance
- Long-Term Disability Insurance
- Voluntary Accident, Hospital, and Critical Illness Coverage
- 15 days of vacation per year
- 15 sick days per year
- 11 paid holidays per year
- 8 Hours of Paid Volunteer Time Off per year through our VTO Program
- 15 days paid military leave per year
- Extended military pay if called to active duty
- Workers' Compensation
- Near-site Wellness Center
- Wellness Incentive Program
- Employee membership discount to Thrive, LELLA, and Lake Park
- Employee recognition programs and events throughout the year
- Officers are also eligible for up to \$150 a month for education/certification pay after successful completion of the training program and \$50/month for Spanish bilingual pay
- Police Lateral Entry Program



Explore our employee benefit page by clicking the link here: [Employee Benefits](#)

Employer

City of Lewisville

Address

151 W Church Street

Lewisville, Texas, 75057

Phone

469-635-5252

Website

<https://www.governmentjobs.com/careers/lewisville>

Police Officer Supplemental Questionnaire

***QUESTION 1**

Do you have a high school diploma or GED?

- Yes
- No

***QUESTION 2**

Are you a citizen of the United States of America?

- Yes
- No

***QUESTION 3**

Have you ever been convicted in any court of law for an offense involving family violence as defined under Chapter 71, Texas Family Code?

- Yes
- No

***QUESTION 4**

Have you used marijuana / THC products within the past year?

- Yes
- No

***QUESTION 5**

Have you ever been convicted of or pled guilty to a Felony?

- Yes
- No

***QUESTION 6**

Have you ever been PERMANENTLY rejected from the Lewisville Police Department hiring process?

- Yes
- No

***QUESTION 7**

Have you used any other illegal drug, other than marijuana / THC products, within the past 10 years?

- Yes
- No

***QUESTION 8**

Have you ever been convicted of or pled guilty to a Felony or Class "A" Misdemeanor?

Yes

No

***QUESTION 9**

Have you been convicted of or pled guilty to a Class "B" Misdemeanor in the past 10 years?

Yes

No

***QUESTION 10**

Are you currently a Police Officer licensed to enforce the laws of the State of Texas?

Yes

No

QUESTION 11

If you are a current Texas Police Officer, what is your TCOLE PID Number and who holds your commission?

* Required Question