City of Sugar Land

Police Officer - Recruit

SALARY	$30.92 Hourly $64,313.60 Annually	**LOCATION**	1200 Highway 6 South Sugar Land, TX
JOB TYPE	Full-Time	**JOB NUMBER**	2400348
DEPARTMENT	Police	**OPENING DATE**	10/19/2026
CLOSING DATE	11/13/2026 5:00 PM Central		

hape What's Next for Sugar Land!

The City of Sugar Land is inviting law enforcement professionals who are interested in a full-time position as a **Police Officer – Recruit** to apply to join our amazing City!

About the City of Sugar Land

The City of Sugar Land serves over 110,000 residents and is known for its high quality of life and commitment to innovation. Our team is driven by service, collaboration, and a shared goal of making our community even better.

At the City of Sugar Land, we're building a high-performing, innovative community where employees are empowered to make an impact. You'll join a collaborative team, enjoy strong benefits from day one, and have real opportunities to grow your career.

We follow our ***BLAZE*** values by encouraging bold ideas, fostering a supportive and collaborative team, adapting to change, holding ourselves to high standards, and empowering employees to grow, contribute, and make a meaningful impact..

What We Offer

- A competitive Medical, Dental, and Vision insurance package with coverage starting Day 1
- Uniforms, weapons and equipment provided.
- TMRS pension with 2:1 city match; 457(b) options
- 13 Paid holidays and 80 hours paid vacation (up to 160 hours at 11 years with the City)
- Paid Parental Leave – up to 6 weeks
- Fitness Incentive Program (up to 80 hours Paid Leave Annually)
- Other specialty and assignment pays are available
- Wellness programs, mental health resources, and an EAP
- Grow your career with professional development programs, training opportunities, and career advancement through our Gold Standard People Development Division.

What We Pay

Starting Pay: $64,314 annually ($30.92 per hour)

- Recruit pay is increased to Certified Officer Pay ($78,250) upon successful completion of the academy. Recruits will continue to progress through the Police Officer pay scale once certified. Officers earn up to $105,685 in Step 10.
- Pay for Performance Awards up to $4,000 per Year.

Incentive pay for education

- Associate's Degree - $600 annually
- Bachelor's Degree - $1200 annually
- Master's Degree - $1800 annually

Plus, Incentive pay for TCOLE Certificates

- TCOLE Intermediate Certificate - $600 annually
- TCOLE Advanced Certificate - $1,200 annually
- TCOLE Master Certificate - $1,800 annually

Additional Incentive Pays & Benefits

- Field Training Officer ($1,500 annually) or Field Training Coordinator ($3,000 annually)
- SWAT or Crisis Negotiator Assignment ($1,500 annually)
- Longevity Pay - $4/month up to $1,200 annually after 13 months of employment
- Member – Texas Municipal Retirement System (TMRS) – 7% contribution with 2:1 matching funds
- Excellent health benefits
- Uniforms, weapons and equipment provided
- 13 paid holidays annually
- 80 hours paid vacation annually (up to 160 hours at 11 years with City
- Paid sick leave accrual of 3.69 hours per pay period;
- Paid Parental Leave – up to 6 weeks
- Fitness Incentive Program (up to 80 hours Paid Leave Annually)
- Other specialty and assignment pays are available

Summary of Requirements:

A **Police Officer – Non-Certified (Recruit)** is an individual who will attend and successfully complete a Basic Peace Officer Certification Course at an approved TCOLE Academy in adherence to the Academy guidelines. This individual must successfully pass the TCOLE Basic Peace Officer Certification Examination.

Minimum Qualifications

Qualified candidates must have:

- A Bachelor's, Master's, or Doctorate Degree, or an expected graduation within 180 days of the submission of their application, from an accredited school or university with a GPA of 2.0 or higher. (The institution/program must be recognized as accredited through the U.S. Department of Education – Office of Postsecondary Education.)

OR

- Two years active United States Armed Forces Military Experience with an Honorable Discharge or an expected discharge within 180 days of their application.

OR

- The completion, or expected completion within 180 days, of a military obligation of at least 6 years (US Military Reservists)

OR

- A stable job history of 5 or more years at a single employer or while owning their own business. Candidates in this category should be able to demonstrate an emphasis on personal and professional growth, successes in their employment field, and actions or organizational memberships that serve as a model to be emulated by others. This 5 years of stable job history must be within the last 7 years from the date of application and must be full-time work.

Candidates who have applied with the expectation of an honorable discharge or completion of a degree program within the specified time frame who ultimately do not complete that requirement will be discharged from the hiring process unless they meet other requirements allowing them to continue in the hiring process.

In addition, qualified candidates must be a U.S. Citizen, 21 years old, or older, must have a valid driver license with a good driving record and a stable employment record with no history of any conduct which may affect suitability for law enforcement work. Candidates must pass each step of the selection process, which includes: written test, physical fitness test, oral interview board, polygraph test, and a thorough background investigation. Candidates should be aware that sensitive or confidential aspects of their personal lives will be explored. Must successfully complete and graduate from the Police Academy and pass the Texas Police Officer Certification (TCOLE) exam. A job description for a City of Sugar Land Certified Police Officer is posted on-line. Non-smokers are preferred.

Recruitment/Selection Process *(You must pass each step of the selection process before you go to the next step.)*

Step 1: Complete an Application

Applications will only be accepted during the specified period. Qualified candidates will be notified by e-mail that they are eligible to test and provided available testing dates to schedule. To complete an application, go to www.sugarlandtx.gov click on “Employment”, scroll to the list of open positions and select “Police Officer – Lateral (In State)”. You must complete the on-line application.

Step 2: Testing (Physical Assessment and Interview Panel – conducted the same day) – Scheduled for Saturday, November 21st, 2026

1. A physical assessment will be administered. Applicants will be required to pass the Texas DPS 2000 meter row standard at 60%.

2. An interview will be conducted with those applicants who have passed the physical assessment. This interview is pass or fail, and will consist of 3 parts:

- Getting to know the applicant
- Job knowledge questions
- Situational reasoning questions

Step 3: Oral Review Board – Candidates will be assigned 1 day between November 30th and December 11th, 2026.

Following the preliminary interview, applicants will be scheduled for an in depth interview with the Oral Review Board. This interview is pass or fail, and will consist of 3 parts, offering a deeper assessment compared to the prior preliminary interview.

- Getting to know the applicant
- Job knowledge questions
- Situational reasoning questions

Step 4: Background Packet Submission and Investigation

Applicants who pass the phases of testing and interview panel will submit their completed personal history statement to the Training Unit. A background investigation will be conducted.

Step 5: Polygraph Examination

Applicants who pass the background investigation and are being considered for sworn employment will undergo a polygraph examination.

Related Time Periods and Information:

This process will remain open until positions are filled. If an applicant is rejected for any of the reasons listed in the "Rejection Criteria", they will be required to wait the specified time to apply again.

Final Steps: Eligibility Pool, Conditional Job Offer, Medical and Psychological Testing

Candidates who pass all of the above are placed in an eligibility (applicant) pool. This is not a guarantee of employment; however, the City of Sugar Land does make job offers from the applicant pool. Subsequently, if a conditional job offer is made to a candidate by the Chief of Police, the candidate must successfully complete medical and psychological exams before a final job offer is made by the People & Culture Department.

Additional Information

Candidates should be aware that sensitive or confidential aspects of their personal lives will be explored.

Equal Opportunity Employer – Drug Free Workplace

Posted 10/19/2026

For detailed information and to apply online please visit our website at www.sugarlandtx.gov and look under "Job Opportunities". For any other inquiries please contact the Sugar Land Police Department Training Unit at 281-275-2914.

The citizens of Sugar Land depend on City employees before, during and after an emergency or disaster to provide or restore essential public services for the health, safety and quality of life for our community. In the event of a wide scale emergency that could impact our community, all employees must be ready to assist in managing the crisis and will be considered essential for the continuity of governmental operations.

Our success is achieved by the courage to do things differently and accept that failure will occur on the path to innovation.

The City of Sugar Land is an equal Opportunity employer.

Employer
City of Sugar Land

Address
2700 Town Center Blvd., N

Sugar Land, Texas, 77479

Phone
(281) 275-2735

Website
http://www.sugarlandtx.gov

Police Officer - Recruit Supplemental Questionnaire

*QUESTION 1

Do you meet at least one of the following criteria to be eligible for this posting? A Bachelor's Degree, Master's, or Doctorate Degree, or an expected graduation within 180 days of the submission of their application, from an accredited school or university with a GPA of 2.0 or higher. (The institution/program must be recognized as accredited through the U.S. Department of Education – Office of Postsecondary Education.) OR Two years active United States Armed Forces Military Experience with an Honorable Discharge or an expected discharge within 180 days of their application. OR The completion, or expected completion within 180 days, of a military obligation of at least 6 years (US Military Reservists) OR A stable job history of 5 or more years at a single employer or while owning their own business. Candidates in this category should be able to demonstrate an emphasis on personal and professional growth, successes in their employment field, and actions or organizational memberships that serve as a model to be emulated by others. This 5 years of stable job history must be within the last 7 years from the date of application and must be full-time work.

- ◯ Yes
- ◯ No

* Required Question