

JOIN OUR TEAM

STARTING SALARY:
\$60-\$79K



WEST LAKE HILLS POLICE DEPARTMENT

**NEW POLICE
HEADQUARTERS
COMING 2025!**

BASIC REQUIREMENTS:

- High School Diploma or G.E.D.
- Minimum age of 21
- Valid Texas DL
- TCOLE certified or enrolled in a BPOC Academy

INCENTIVES:

- Bilingual Pay
- Certification/ FTO Pay
- Fuel Allowance - \$3K/Year
- Shift Differential Pay
- Longevity Pay
- Uniform Allowance



BENEFITS:

RETIREMENT

7%, 2:1 City Match with TMRS

ANNUAL LEAVE ACCRUALS

10 Paid Holidays
96 Hours Vacation
96 Hours Sick Leave

EXCELLENT TRAINING OPPORTUNITIES

TOP-OF-THE-LINE EQUIPMENT & TECHNOLOGY

FUEL ALLOWANCE - \$3,000/YEAR

\$4,500

SIGNING BONUS!

LATERAL TRANSFERS

YEARS OF SERVICE	2	3	4	5	6	7+
STARTING SALARY	\$66,456	\$69,056	\$71,552	\$74,256	\$77,064	\$79,768

POLICE OFFICER

\$60,216	\$61,568	\$63,960	\$66,456	\$69,056	\$71,552	\$74,256	\$77,064	\$79,768	\$82,576	\$85,280
At Hire	At 6 mos.	end year 1	end year 2	end year 3	end year 4	end year 5	end year 6	end year 7	end year 8	end year 9



GET STARTED



The mission of the West Lake Hills Police Department is to enhance the quality of life by providing a safe environment for those who live in and visit the City of West Lake Hills. We do this by enforcing the law and preserving the peace while working cooperatively with the public to reduce crime.

The West Lake Hills Police Department is looking for you to join our team!

The West Lake Hills Police Department has multiple openings for Police Officers and is currently accepting applications until the positions are filled. Members of the Department are dedicated to professionalism, community involvement, and the highest level of customer service. We believe in policing that responds to the needs of the community and engages them to help maintain our low crime rate. Our agency is committed to excellence and innovation with top-of-the-line equipment, training, and technology.

Starting Salary:

- **\$60-79K** per year *depending on qualifications*.
- **\$4,500** signing bonus for all new officers.
- **\$3,000** yearly fuel allowance for all officers

What Does a Successful Candidate Look Like?

- TCOLE certified officer – in a police academy, just graduated, or a tenured officer.
- You are a caring individual who wants to make a meaningful difference in people's lives every day.
- You have good judgement and outstanding customer service skills.
- You also have outstanding communication skills – both written and verbal.
- You are courteous and tactful, make ethical decisions, and get along well with others.
- You can build and maintain positive and professional working relationships.

Essential Job Functions:

- Patrol the city, respond to emergency and non-emergency calls for service, perform traffic enforcement and investigations; enforce the law fairly and equitably.
- Present a positive image of the Department using tact, diplomacy, and good judgment.
- Communicate courteously with the public and answer questions that may arise about services provided.
- Make sound decisions using knowledge, training, and experience.
- Prepare and submit written reports of patrol and investigative activities.
- Make arrests when required and conduct criminal investigations when needed.
- Testify completely and accurately in criminal proceedings.
- Communicate effectively with co-workers and others, including persons of diverse backgrounds and in altered emotional and psychological states.
- Problem-solve complex community issues and look for innovative solutions to reduce repeat calls for service.
- Contribute to team effort by performing other related duties as assigned.

Required Education, Certificates, and/or Licenses:

- High School Diploma or G.E.D. – some college preferred.
- Minimum age of 21.
- Valid Texas Class C driver's license.
- Current TCOLE license or proof of enrollment in an authorized academy required.
- Proof of citizenship and/or eligibility to legally work in the United States.

Required Knowledge, Skills, and Abilities:

- Police methods and procedures, including patrol, crime prevention, traffic control, investigation, and identification techniques, and first aid techniques.
- Comprehensive knowledge of applicable laws and regulations.
- Knowledge of current best practices in policing including relational policing.
- Knowledge of proper care and use of firearms.
- Prepare accurate and grammatically correct written reports.
- Provide excellent public relations and customer service.

- Establish and maintain an effective working relationship with all levels of management, City officials, police personnel, other employees, and the public.
- Experience in a similar-sized or larger Texas agency is a plus.

What We Offer:

- An opportunity to work in an agency with outstanding community support.
- The chance to be part of our family and not just another number.
- Outstanding training opportunities provided from the day you start.
- **Lateral Transfer program available for officers who qualify – starting salary up to \$79K!**
- Uniforms and all equipment provided to new officers.
- Vacation, holiday, and sick leave provided.
- City participates in TMRS with a 7% employee contribution and a 2:1 City match.
- Medical, dental, and vision coverage.
- Short and long-term disability and an employee assistance program.
- Uniform allowance.
- Shift differential pay.
- FTO pay.
- Certification, longevity, and bilingual pay.

How to Apply:

The first step in the application process is to fill out our quick one page preliminary application by visiting, <https://www.westlakehills.gov/FormCenter/Police-Department-9/Preliminary-Application-55>. Once that is submitted, a member of our recruiting team will reach out to you to schedule a time to take the 2000m Concept2 row test.

If you are an out-of-state applicant and have questions regarding the application process, please reach out to pdrecruiting@westlakehills.gov for more information.

The City of West Lake Hills is an Equal Opportunity Employer.

