



CITY OF BULVERDE

POLICE DEPARTMENT

30360 Cougar Bend
Bulverde, TX 78163
830-438-3612

The city of Bulverde is seeking motivated qualified applicants for the position of Police Officer.

Applicants must be TCOLE certified at the time of hire.

Applicants must meet all requirements for TCOLE guidelines.

Applicants must complete a city of Bulverde application along with a TCOLE personal History statement.

All documents must be submitted at the time of application with the Personal History Statement.

The department will consider sponsorship for candidates currently enrolled in a Basic Peace Officer Academy who have successfully completed Phases 1 and two, with passing grades of the required coursework.

The same testing procedures will apply for applicants currently enrolled in a police academy.

Salary

Starting salary \$27.50 (possible adjustment after probationary period) (New budget year in process – changes coming) ***

Insurance plans available for dependents paid at 60%

Six Months' Probation standard

Process

Formal / Informal Interview

Oral Board

Written Exam (general knowledge)

Physical Fitness Exam based upon the Cooper's Standards. Not Pass or fail, tests physical readiness.

300-meter sprint

1.5-mile run

Sit-ups – 1 minute

Pushups – 1 minute

Background Investigation – can take several weeks to complete ***

Chief's Interview

Physical / Medical Exam

Drug Screen

Benefits

Annual evaluations

16 paid holidays plus one floating holiday of choice

Certificate Pay (Intermediate, Advanced, Master P.O.)

On-call Allowance

Night Shift differential

Uniform Cleaning

Take Home car program 25 miles from city limits

Patrol Unit car wash program

In-house training

New Police Department building with in-house gym facility

Off-duty assignments available

Court Bailiff overtime

STEP enforcement overtime

Physical Fitness incentive - *** 50 and 70% pass rates to be eligible**

Other Benefits

12-hour shifts rotating every other weekend off

Shifts rotate every six months

TMRS 2:1 retirement at 6% - five-year vesting

Longevity Pay **yearly**

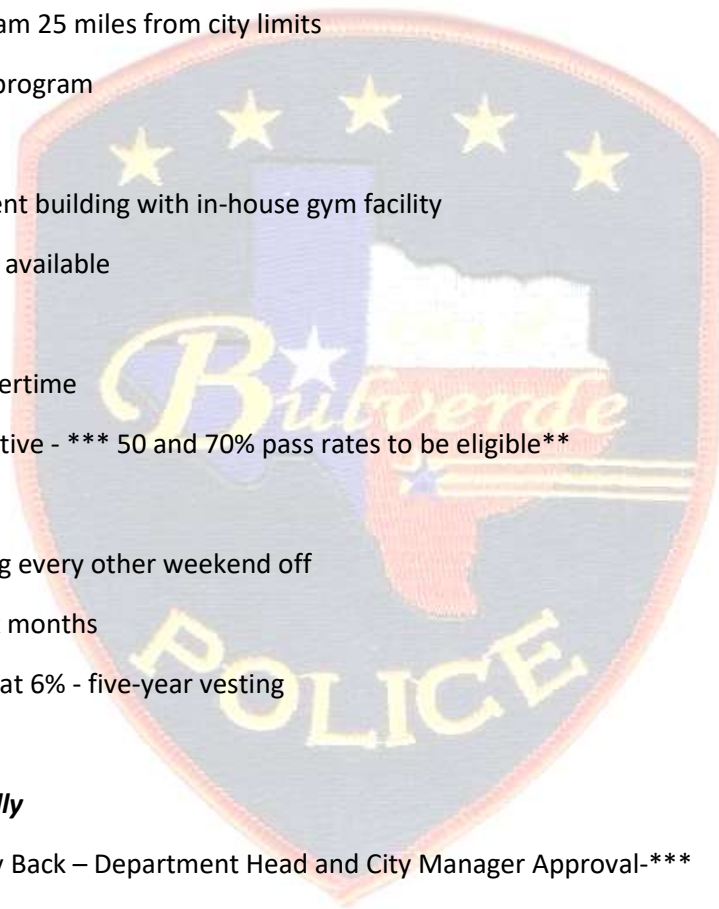
Retention Pay **annually**

Sick and Vacation Buy Back – Department Head and City Manager Approval-***

Sick leave accrual

Vacation leave accrual

0-4 years	80 hours
5-14 years	120 hours
15 years and up	160 hours



City of Bulverde Police Job Description – navigate to the following link.

[City-of-Bulverde-Job-Description-Manual](#)

For inquires for these positions please contact Lieutenant Byrd at nbyrd@bulverdetx.gov.

The TCOLE PHS can be found here [TCOLE Personal History Statement \(06.19.2020\) \(texas.gov\)](#)

For a City of Bulverde application please contact the department directly as this has a release of information required for the background investigation.

