



NOW HIRING



APPLY HERE

BIG SPRING PD IS NOW HIRING POLICE OFFICERS

- 100% PAID ACADEMY TRAINING FOR NON-CERTIFIED CADETS
- LATERAL POLICE OFFICER RECRUIT PROGRAM
- EQUIPMENT AND UNIFORMS ARE PROVIDED
- TAKE HOME VEHICLES WITH A ONE HOUR RESPONSE TIME
- TMRS RETIREMENT (2:1 CITY MATCH)
- 100% EMPLOYEE MEDICAL AND LIFE INSURANCE PREMIUM PAID BY THE CITY
- PAID VACATION AND HOLIDAYS
- PAID SICK LEAVE
- LONGEVITY PAY FOR YEARS OF SERVICE
- EMPLOYEE WELLNESS PROGRAM
- TUITION REIMBURSEMENT PROGRAM
- PROGRESSIVE ANNUAL IN-SERVICE TRAINING AND EXTERNAL TRAINING OPPORTUNITIES.
- DIVERSE ASSIGNMENTS SUCH AS SWAT, NARCOTICS, TRAFFIC, AND CRIMINAL INVESTIGATIONS DIVISION
- \$5,000 ACADEMY REIMBURSEMENT AND \$4,500 RELOCATION PAY FOR CERTIFIED OFFICERS
- CERTIFIED OFFICERS ARE ELIGIBLE FOR \$800 MONTHLY HOUSING ALLOWANCE FOR ONE YEAR
- FREE DORMITORY HOUSING FOR NON-CERTIFIED CADETS IN THE ACADEMY
- LATERAL RECRUIT PROGRAM FOR EXPERIENCED OFFICERS

Cadet Pay: \$54,109/year ~ Certified Officer Pay: \$65,538/year

ENTRY LEVEL TESTING ON JUNE 18, 2026

The application deadline is June 15, 2026

Testing for Certified Police Officers is scheduled as needed. Certified Police Officers are strongly encouraged to apply at anytime.

APPLY TODAY AT WWW.MYBIGSPRING.COM



CITY OF BIG SPRING, TEXAS POLICE DEPARTMENT TESTING ANNOUNCEMENT

The Big Spring Police Department is currently accepting applications for the Police Officer position. Interested persons should apply online at www.mybigspring.com. Entry-level testing will take place as follows:

Job Class Title:	Certified and Non-Certified Police Officer
Starting Annual Salary:	Certified Police Officer: \$63,629; Non-Certified Cadet: \$52,532 annually
Test Date:	June 18, 2026
Testing Location:	Troy M. Hogue Law Enforcement Center, 3613 West Highway 80, Big Spring, Texas
Application Deadline:	June 15, 2026

Applications must be submitted online by the deadline. Testing for CERTIFIED Police Officers is done as needed. Certified officers are strongly encouraged to apply at any time.

JOB SUMMARY

This position is responsible for enforcing federal, state, and local laws, protecting life and property, and preserving the peace.

MINIMUM QUALIFICATIONS

- Must be 21 years of age; or 18 years of age if the applicant has received:
 - an associate's degree; or 60 semester hours of credit from an accredited college or university; or
 - has received an honorable discharge from the armed forces of the United States after at least two years of active service.
- High School diploma or GED as required by the Texas Commission of Law Enforcement (TCOLE).
- Ability to read, write, and perform mathematical calculations at a level commonly associated with the completion of high school or equivalent.
- Possession of a valid driver's license issued by the State of Texas for the type of vehicle or equipment operated.
- Ability to meet current requirements set forth by the Texas Commission of Law Enforcement to be certified as a Peace Officer.
- No marijuana use in the two (2) years before the application date. No use of a controlled substance in the five (5) years before the application date.
- No arrest record with a higher than a Class C Misdemeanor.
- Pass the written examination with a score of 70 or higher and pass the physical agility test.
- Must reside within a one-hour response time to the City of Big Spring.

WORKING CONDITIONS AND BENEFITS

A Big Spring Police Officer works forty (40) hours per week on different shifts, and overtime may be required. Patrol officers work twelve-hour shifts with every other weekend off. The City of Big Spring offers excellent benefits, including a fully equipped take-home patrol vehicle, twelve paid holidays, tuition reimbursement, medical, dental, and vision insurance, deferred compensation program, City-paid life and long-term disability insurance, TMRS (7% 2 to 1 match), 120 hours of paid vacation, and 40 hours of paid sick leave. BSPD officers are not required to reside in Big Spring, but they must live within one hour of the City of Big Spring.

Certified officers are eligible for a relocation incentive payment of \$4,500.00, payable on the day of hire. Newly hired certified officers who relocate their primary residence to Big Spring are also eligible for an \$800 monthly housing allowance for up to one year.

An officer hired by the Big Spring Police Department and having personally incurred expenses for tuition and fees within the twelve (12) months preceding the date of hire to attend any training school meeting Texas Commission on Law Enforcement Officer Standards and Education requirements for a basic academy and received his or her certification as a result, will be eligible for reimbursement in an amount not to exceed \$5,000.00.

Non-certified academy cadets receive comprehensive training at their full starting salary, including sixteen weeks at the police academy before field training with the department. Candidates are provided with a vehicle to travel to and from the police academy in Midland, Texas. Free dormitory-type housing is available for non-certified cadets attending the police academy.

PHYSICAL ABILITY TEST:

All applicants who pass the written test must also pass the Big Spring Police Department PAT to advance in the recruitment process. A sample test includes the following five events:

1. **220-YARD RUN: 42 seconds** – The applicant will run 220 yards in the time allotted.
2. **165 LB DUMMY DRAG: 35 seconds** – Lift and drag a 165-pound lifelike mannequin 75 feet.
3. **OBSTACLE COURSE: 80 seconds** – Applicant will run an obstacle course consisting of several sharp turns, several curb-height obstacles, a 4-foot-high wall that the applicant must climb over, and an incline wall that the applicant must climb.

Interested individuals must complete the online Police Officer application to be eligible to test. If you believe you meet the minimum requirements and are committed to serving your community, a career with us may be right for you. Please contact Stacie King at 432-264-2347 or email sking@mybigspring.com for more information on starting your career with the Big Spring Police Department.