



## 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 2, with passing grades of the required coursework.

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

#### **Salary**

**Starting salary \$68,952.00 - \$75,061.20**

Insurance plans available for dependents paid at 60% through Blue Cross Blue Shield of Texas

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

16 paid holidays plus one floating holiday of choice

Certificate Pay

Intermediate	\$1,040.00	annually
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Advanced	\$2,080.00	annually
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Master	\$3,120.00	annually
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On-call Allowance	\$520.00	annually
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Night Shift differential	\$100.00 monthly
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Uniform Cleaning

Take Home car program 25 miles from Police Department

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	<b>monthly accrual</b>
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Retention Pay	<b>yearly accrual</b>
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Sick and Vacation Buy Back – Department Head and City Manager Approval-\*\*\*

Sick leave accrual	3.33 hours per month
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Vacation leave accrual

0-4 years	80 hours
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5-14 years	120 hours
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15 years and up	160 hours
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City of Bulverde Police Job Description – navigate to the following link.

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

For more information please contact Lieutenant Byrd at [nbyrd@bulverdetx.gov](mailto:nbyrd@bulverdetx.gov) or Chief Haecker at [ghaecker@bulverdetx.gov](mailto:ghaecker@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.***

