



HOWE POLICE DEPARTMENT



Starting October 2025, the Howe Police Department will be transitioning to the Tesla Model Y for patrol vehicles.

The Howe Police Department is recruiting for **Police Officer and Police Recruit**. We are a growing department in Grayson County, Texas (50 miles north of Dallas). Our department is in the process of becoming accredited; only two other departments in Grayson County achieved accreditation. Our city is experiencing rapid growth, and we are looking to add the right people to join our team!!

What we provide:

- Take Home Patrol Unit, according to policy and vehicle availability.

- New department issued generation 5 Glock's, with weapon mounted camera & light, and red dot optics. Only agency in Grayson County with Gun Cameras
- New Daniel Defense 10.3 SBR patrol rifles with optics.
- New Taser X7
- New Axon Body Cameras
- Department issued iPhone.
- Free TCOLE police training through an on-line learning management system.
- 12-hour shifts, with every other weekend off

All uniforms and police equipment are provided and assigned to the individual officer.

The City of Howe offers Texas Municipal Retirement System 20 years of service and retirement at any age, 2 to 1 match, Health insurance (Blue Cross Blue Shield 4 plans to choose from) provided free of charge to the officer, and available for family. Free membership to Gym and allowed to work out on duty.

Minimum Qualifications:

- Must be a United States Citizen
- Must be 21 years of age or upon graduating from the police academy.
- High School/GED required.
- No Felony or Class A misdemeanor convictions; no Class B misdemeanor convictions.
- Valid driver's license
- Veterans must have an Honorable Discharge

Pay Step Plan

Officers work 2184 hours annually, additionally officers earn certificate pay, and overtime. Pay step is based upon officers' commission date annually. If you are a recruit, you will top out in 5 years. Our step plan will be adjusted as the city continues to grow. Certified officers' pay is based upon experience.

Recruit	Probationary	P.O. 1	P.O. 2	P.O. 3	P.O. 4
\$ 62,244.00	\$ 65,520.00	\$ 69,888.00	\$ 74,256.00	\$ 78,624.00	\$ 82,992.00
\$ 28.50	\$ 30.00	\$ 32.00	\$ 34.00	\$ 36.00	\$ 38.00

Pay is based upon experience, certification etc., and with approval of the Chief of Police.

For questions, please contact Lieutenant Seth Sparks
Email: ssparks@cityofhowetx.gov