



City of Lewisville
 Texas Certified Police Officer - Hiring Incentive
 \$2,500.00 - Lateral

SALARY	\$40.23 - \$50.83 Hourly \$6,973.53 - \$8,810.40 Monthly \$83,682.35 - \$105,724.74 Annually	LOCATION	Lewisville, TX
JOB TYPE	Full-Time	JOB NUMBER	FY2425-00075
DEPARTMENT	Police Department	OPENING DATE	03/25/2025
CLOSING DATE	Continuous	FLSA	Non-Exempt

Position Summary

Hello and welcome to our site. It is our pleasure to welcome you to our beautiful City of Lewisville! We're excited to receive your application and explore how you can contribute to our vibrant community. We are taking applications right now for Texas TCOLE License Peace Officers. **We are offering a Hiring Incentive: \$2,500.00**



The selection process for Texas License Peace Officers consists of several steps and is intended to produce the most current list of candidates who are qualified to become Lewisville Police Officers. *The City of Lewisville does not fall under State Civil Service Law.* The starting annual salary for Police Recruit is \$83,682.35 increasing to \$86,999.95 after completion of the Police Academy and Field Training Program. The top of range salary for Police Officer is \$105,724.74 **The City of Lewisville offers benefits, including but not limited to:**

- Three weeks paid vacation per year
- 11 paid holidays per year
- Texas Municipal Retirement System (7% with a 2:1 match)
- Deferred compensation plan with City match
- Medical, Dental, and Vision Insurance
- Employer paid life, accidental death, and dismemberment insurance
- Certification, education, and bilingual pay

Selection Process and Background Standards:

You will find detailed information on the hiring process for Texas TCOLE License Peace Officer by following this link: [Click Here](#). We highly encourage applicants to read this document to know what to expect when applying.

Selection Process Steps:

1. Submit online application
2. Schedule row test date
3. Complete a Personal History Statement (PHS) prior to row testing (received in an email From HR)
4. Complete required row testing
5. Submit the completed Personal History Statement
6. Receive, complete, and return a Polygraph Statement (received in an email from HR)
7. Background Investigation
8. Polygraph Test
9. Chief's Interview
10. Physical and drug examination
11. Psychological examination

Lateral Hire Program:

A lateral Police Officer from Texas is eligible for a starting salary based on their whole years of police experience. Service time, for determining the starting salary, can include multiple agencies if breaks in service are less than thirty days and all agencies meet the required criteria.

A lateral Texas Certified Peace Officer from must be TCOLE license before applying and must be from an agency of 50 or more officers or have policed a population of 25,000 or more people to be eligible for the lateral program. Service time, for determining the starting salary, can include multiple agencies if breaks in service are less than thirty days and all agencies meet the required criteria.

The following requirements **MUST** be met to be considered for the lateral hire program for Certified Police Officer:

- All Texas Certified Peace Officers are eligible for lateral entry.
- Please note that officers certified in other states must obtain a license through the Texas Commission on Law Enforcement (TCOLE) before applying for this position. <https://www.tcole.texas.gov/content/out-state-peace-officers>
- Lateral applicants must have been in a position where they had the authority to enforce laws, investigate crimes, make arrests, respond to calls for service, carry a firearm and use discretion as part of their assigned duties.
- Experienced officers must successfully complete each step in the hiring process in the same manner as any other applicant.
- Applicants with a law enforcement background must have received, or will receive, an **honorable discharge** through Texas Commission on Law Enforcement (for other states, TCOLE equivalent) to be employed by the Lewisville Police Department.
- Applicants must meet the requirements for sponsorship as a States Witness for Denton County or any other County. Any questions regarding the lateral hire call Inv. Maly at 972-219-3616

The starting annual salary for Certified Police Officer lateral entry is:

Experience	Current Salary
1 year of experience	\$90,449.42
2 years of experience	\$94,032.85
3 years of experience	\$97,816.16
4 years of experience	\$101,381.49
5 years of experience	\$105,724.74

Rowing Calculator- [Click Here](#)

500 Meter - [Click Here](#)

4 minute test - [Click Here](#)

Essential Functions

Enforces federal and state laws and local ordinances. Performs a variety of duties relative to assigned area of responsibility such as identifying and apprehending criminal violators; ensuring the free flow of traffic; executing warrants of arrest and assisting in serving warrants; presenting crime prevention programs. Performance is evaluated through observation, oral and written reports, and by results obtained.

- Responds to radio calls for all types of police services.
- Takes proper police action at scene of crime, administers first aid, gathers evidence, locates witnesses and makes arrests; appears in court to present evidence and testify against persons accused of crimes.
- Patrols assigned geographic area to identify and deter criminal activity, aids citizens needing assistance, and arrests violators of the laws.
- Ascertains validity of information of information or secures evidence for the arrest of persons alleged to have committed a crime;
- Interviews suspects, prisoners, complainants, and witnesses; takes information or secures evidence for the arrest of persons alleged to have committed a crime;
- Searches for and preserves evidence; interviews suspects, prisoners, complainants and witnesses to obtain information about crimes; reports automobile accidents, interviews witnesses, takes information, and makes detailed reports.
- Issues citations and investigates traffic accidents.
- Testifies in legal proceedings.
- Conducts investigations of criminal offenses, missing persons, and all public safety incidents.
- Intervenes and mediates in crisis situations and all types of disputes.
- Instructs citizens, businesses, school, and civic organizations about methods and techniques that may help prevent citizens coming victims of crime.
- Develops and implements community-based policing strategies and programs.
- Executes misdemeanor and felony warrants of arrest.
- May serves as Court Bailiff for Municipal Court.
- Takes fines and bonds and releases prisoners.
- Performs all other related duties as assigned.

Position Qualifications

Education

- High School Diploma or GED.

Experience

- Law enforcement or related experience preferred.
- TCOLE License required.
- Experience working in the Lewisville Police Department preferred.
- Any combination of related, education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is an acceptable substitute for the above specified education and experience requirements.

REQUIRED SKILLS & ABILITIES

Knowledge of:

- Knowledge of local, state and federal laws and applicable civil laws.
- Knowledge of departmental policies and procedures.

Ability to:

- Ability to accept responsibility and account for his/her actions.

- Ability to follow instructions, safety practices and standard operating procedures in performing assigned tasks.
- Ability to be punctual and attend work regularly
- Ability to work effectively with people regardless of their age, gender, race, ethnicity, religion, or job type.
- Ability to perform work accurately and thoroughly.
- Ability to communicate clearly and concisely, both orally and in writing.
- Ability to use thinking and reasoning to solve a problem.
- Ability to make critical decisions while following established procedures.
- Ability to demonstrate conduct conforming to a set of values and accepted standards.
- Ability to be truthful and be seen as credible in the workplace.
- Ability to make decisions or take actions to solve a problem or reach a goal.
- Ability to look beyond the standard solution.
- Ability to formulate a sound decision using the available information.
- Ability to influence others to perform their jobs effectively in a team environment and to be responsible for making decisions.
- Ability to effectively present information publicly to staff, management and other groups/organizations.
- Ability to find a solution for or to deal proactively with work related problems.
- Ability to use technology to its fullest capabilities.
- Ability to overcome violent resistance and apprehend and arrest law violators.

Skills:

- Skill in use of personal computer including Microsoft Office, Open Office or similar word processing programs, e-mail and the internet.
- Skill in vehicle operation.
- Skill in use of firearms.

Other Requirements:

- Be at least twenty (20) years and 6 months of age at the time of the written entrance examination.
- Must be TCOLE License Peace Officer
- Must be a US Citizen.
- Be fingerprinted and subjected to a search of records to disclose a criminal record.
- Not be on probation for a criminal offense.
- Must submit to and pass a pre-employment drug test and physical exam.
- Have vision correctable to 20/20 binocular for all hours of the day including day, evening and night.
- Must possess a valid State of Texas Drivers License Class “C” and good driving record as defined by City policy.
- Ability to successfully pass a validated physical ability and row test.
- Achieve a minimum of 70% on police department physical fitness rowing test using Texas Department of Safety Standards.
- Ability to pass a background investigation.
- Ability to pass post-offer physical, psychological, polygraph, and drug test.

Due to the sensitivity of spam filters, it is recommended to frequently check your Job Seeker Inbox through your [governmentjobs.com](https://www.governmentjobs.com) account during the application process as you may receive email notices from Human Resources.

POLICE BACKGROUND STANDARDS: [Please read click here.](#)

PHYSICAL DEMANDS

Physical Abilities		Lift/Carry	
Stand	F (Frequently)	10 lbs or less	F (Frequently)
Walk	F (Frequently)	11-20 lbs	F (Frequently)
Sit	F (Frequently)	21-50 lbs	O (Occasionally)
Handling/Fingering	F (Frequently)	51-100 lbs	O (Occasionally)

Reach Outward	F (Frequently)	Over 100 lbs	O (Occasionally)
Reach Above Shoulder	O (Occasionally)		
Climb	O (Occasionally)	Push/Pull	
Crawl	O (Occasionally)	12 lbs or less	F (Frequently)
Squat or Kneel	O (Occasionally)	13-25 lbs	O (Occasionally)
Bend	O (Occasionally)	26-40 lbs	O (Occasionally)
Stairs	F (Frequently)	41-100 lbs	O (Occasionally)

- N (Not Applicable)** Activity is not applicable to this occupation
- O (Occasionally)** Occupation requires this activity up to 33% of the time (0-2.5+ hrs/day)
- F (Frequently)** Occupation requires this activity from 33% - 66% of the time (2.5 – 5.5+ hrs/day)
- C (Constantly)** Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Other Physical Requirements

Ability to work in adverse conditions when required.

The City of Lewisville has reviewed this job description to ensure that essential functions and basic duties have been included. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate.

Disclaimer

This job description is not an employment agreement or contract. The City of Lewisville has the exclusive right to alter this job description at any time without notice.

Work Hours

This positions is a 12 hour shifts: days, nights, weekends, and holidays. 24/7

Benefits

Experience job stability and attractive benefits by pursuing a full-time career in municipal government with the City of Lewisville.

- TMRS – Employees are required to contribute 7% of their salary, the City will match 2:1
- 457(b) Deferred Compensation Plan – if employees contribute a minimum of 4%, the City will contribute 3.76% to a 401(a) Plan in the employee’s name (vested after 5 years of service)
- Medical Coverage (includes Prescription Drugs) – 2 medical plans through CIGNA, including an HSA
- Dental Coverage through CIGNA
- Vision Coverage through Superior Vision
- Employee Assistance Program
- Flexible Spending Accounts (Medical and Dependent Care FSA’s)
- Pre-tax Premium Deductions
- Life Insurance equal to four times annual salary
- Accidental Death and Dismemberment Insurance equal to three times annual salary
- Voluntary Dependent Life Insurance
- Long-Term Disability Insurance
- Voluntary Accident, Hospital, and Critical Illness Coverage
- 10 days of vacation per year for years 1-4, 15 days of vacation per year for years 5-9, and 20 days of vacation per year for 10+ years of service.
- 15 sick days per year



- 11 paid holidays per year
- 8 Hours of Paid Volunteer Time Off per year through our VTO Program
- 15 days paid military leave per year
- Extended military pay if called to active duty
- Workers' Compensation
- Near-site Wellness Center
- Wellness Incentive Program
- Employee membership discount to Thrive, LELLA, and Lake Park
- Employee recognition programs and events throughout the year
- Officers are also eligible for up to \$150 a month for education/certification pay after successful completion of the training program and \$50/month for Spanish bilingual pay
- Police Lateral Entry Program

Explore our employee benefit page by clicking the link here: [Employee Benefits](#)

Employer

City of Lewisville

Address

151 W Church Street

Lewisville, Texas, 75057

Phone

469-635-5252

Website

<https://www.governmentjobs.com/careers/lewisville>

Texas Certified Police Officer - Hiring Incentive \$2,500.00 - Lateral Supplemental Questionnaire

QUESTION 1

This position is for Texas Certified Police Officers ONLY. If you are not TCOLE certified you are applying for the wrong position. You need to apply for the Police Recruit instead. Thank you

- Yes
- No

***QUESTION 2**

Do you have a high school diploma or GED?

- Yes
- No

***QUESTION 3**

Are you a citizen of the United States of America?

- Yes
- No

***QUESTION 4**

Do you have a valid drivers license? An applicant who does not possess a Texas Driver's License or proper class, will be allowed ten (10) working days after a job offer is made to obtain proper licensing.

Yes

No

***QUESTION 5**

Are you a Certified Texas Commission on Law Enforcement (TCOLE) peace officer?

Yes

No

QUESTION 6

If you are a Texas Peace Officer, please provide your TCOLE license number.

***QUESTION 7**

Have you ever been convicted in any court of law for an offense involving family violence as defined under Chapter 71, Texas Family Code?

Yes

No

***QUESTION 8**

Have you used marijuana within the past year?

Yes

No

***QUESTION 9**

Have you used any other illegal drug within the past 10 years?

Yes

No

***QUESTION 10**

Have you been convicted of or pled guilty to a Class "B" Misdemeanor in the past 10 years?

Yes

No

***QUESTION 11**

Have you ever been convicted of or pled guilty to a Felony or Class "A" Misdemeanor?

Yes

No

***QUESTION 12**

Have you ever been PERMANENTLY rejected from the Lewisville Police Department hiring process?

Yes

No

*** Required Question**