



City of Highland Village Sworn Police Officer

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| SALARY | \$36.02 - \$38.72 Hourly | Click here to apply |
| | \$74,922.26 - \$80,541.43 Annually | LOCATION Highland Village, TX |
| JOB TYPE | Full Time | JOB NUMBER 00274 |
| DEPARTMENT | Police Department | OPENING DATE 04/14/2025 |
| | | ENDING DATE 06/14/2025 |

Description

Base Salary: \$74922.26

Base Eligible Salary + Eligible Overtime + Max Certification/Differential Pay Eligible : \$79,015.30

- Certification/Differential Pay Eligible up to \$4,800 per year on receiving qualified certifications.
- 12 hour shifts which includes 3 day weekend every other weekend. (44/36 bi-weekly hours) 4 Hours of overtime = \$5,619.16 per year. Actual overtime and schedule is not a guaranteed and depends upon several factors.

Are you an experienced Sworn Police Officer seeking an opportunity to make a significant impact on a vibrant, family-oriented community? Look no further than the City of Highland Village! Nestled in southern Denton County, our city, with a population of approximately 17,000, is a thriving hub of safety and security. We take immense pride in our motto, "Make the Difference," and have forged a reputation for unparalleled safety and community well-being through our innovative community policing practices and values-based policing model.

As an experienced Sworn Police Officer in Highland Village, you'll be at the forefront of serving and protecting our community. Your responsibilities will encompass a wide range of law enforcement duties, including:

- Expertly gathering and disseminating vital information to the public.
- Skillfully mediating disputes to maintain harmony and peace.
- Active participation in service-oriented initiatives to enhance community relations.
- Proactively preventing and investigating crimes to ensure public safety.

Job Requirements

Police Officers must:

- Be at least 21 years of age or older.
- Be fingerprinted and undergo state, local and national criminal records check,
- Not be on court-ordered community supervision or probation for any criminal offense.
- Not have been convicted of a Class B misdemeanor or above within the last ten (10) years.
- Not have been convicted of any prior felonies.
- Be of good moral character.
- Be able to pass a thorough, comprehensive background investigation and interview.

- Be a high school graduate or equivalent or have twelve (12) semester hours credit from an accredited college or university.
- Must pass state medical, mental, polygraph and drug testing requirements.
- Not have been discharged from any military service under less than honorable conditions.
- Have an insurable driving record according to the city's insurance policy.
- Not have been convicted of more than five (5) moving violations within the past three (3) years.
- Have no prior DWI convictions.
- Not have left employment with any agency under less than honorable conditions.
- Must hold a Texas Peace Officer's license through TCOLE prior to participation in any law enforcement duties.
- Be truthful in responses in their application and personal history statement. Any false statement made by the applicant shall be grounds for immediate rejection or termination if discovered after date of hire.

Benefits

- Great work schedule! 12-hour shifts & 3 day weekends every other week.
- Excellent equipment and paid training
- Certification and Differential Pay up to \$4,800 year.
- Up to \$1000 per year in tuition reimbursement
- Health, Dental, vision, life, long term disability starting at \$0.00 per month.
- Free telemedicine benefits including general medical, mental health, dermatology, neck & back care, & expert medical.
- 2 to 1 City Matching Retirement plan (employee contributes 7% & the City contributions 14% after 5 years vesting). Full-time employees do not pay into Social Security.
- 2% City Matching 457 retirement account after 6 months of employment
- 2 weeks' Vacation & 2 weeks' Sick leave accruals following the introductory period
- 13 total paid holidays consisting of ten city holidays, one birthday holiday and two personal holidays.

SHIFT SCHEDULE Sworn Police Officer are scheduled 12 hour shifts with rotating Fri/Sat/Sun off. The schedule is based on 84 hours every 2 weeks with 4 hours of built in overtime which is reflected in annual pay. Estimate 184 hours per year. All hours worked beyond 80 hours in the 2 week pay period is considered overtime. Actual overtime and schedule is not a guaranteed and depends upon several factors.

Join our team and help us continue to create an environment where we truly "Make the Difference" every day!

More Information

[Click here to view the full job description](#)

[Click here for information on the department and hiring process](#)

Highland Village, Texas is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Highland Village, Texas will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with Human Resources.

Employer

City of Highland Village

Address

1000 Highland Village Rd

Highland Village, Texas, 75077

Phone

972-899-5087

Website

<http://www.highlandvillage.org/jobs>