



City of Round Rock
Police Officer (Out-of-State Lateral)

SALARY	\$38.63 - \$48.78 Hourly \$80,350.40 - \$101,462.40 Annually	LOCATION	Round Rock, TX
JOB TYPE	Full-Time	JOB NUMBER	201802135
DEPARTMENT	Police - Training Division	OPENING DATE	03/21/2026
CLOSING DATE	4/24/2026 11:59 PM Central		

Description

The Round Rock Police Department is accepting applications for Out-of-State Police Officers with at least two (2) years of law enforcement experience after completing a post-approved academy.

The Round Rock Police Department is offering a 1-for-1 incentive for years of service, up to 10 years of experience.

Salary Structure:

Base Pay

- \$38.63/hr - \$80,350.40/yr

With Credited Experience

- 1 < 2 years: \$39.78/hr - \$82,742.40/yr
- 2 < 3 years: \$40.98/hr - \$85,235.40/yr
- 3 < 4 years: \$42.21/hr - \$87,796.80/yr
- 4 < 5 years: \$43.05/hr - \$89,544.00/yr
- 5 < 6 years: \$43.80/hr - \$91,104.00/yr
- 6 < 7 years: \$44.46/hr - \$92,476.80/yr
- 7 < 8 years: \$45.13/hr - \$93,870.40/yr
- 8 < 9 years: \$45.92/hr - \$95,513.60/yr
- 9 < 10 years: \$47.18/hr - \$98,134.40/yr
- 10 < 11 years: \$48.78/hr - \$101,462.40/yr
- 11 < 12 years: \$50.10/hr - \$104,208.00/yr
- 12+ years: \$53.00/hr - \$110,240.00/yr experience

APPLICATION PROCESS - IMPORTANT INFORMATION

Please review the anticipated hiring timeline for the Certified Out-of-State Police Officer recruitment. All dates are approximate and subject to change.

March 21, 2026 - Applications Open

April 24, 2026 - Applications Close

May 4-May 8, 2026 - Preliminary Boards & Physical Assessments

May 11-June 15, 2026 - Background Investigations

June 15-June 19, 2026 - Commander Review & Background Quality Checks

June 22-June 26, 2026 - Final Boards, Chief's Interviews and Conditional Offers

June 26-July 20, 2026 - Medical & Psychological Exams; Relocation; Two-Week Notice Period

July 20, 2026 - Employee start date and New Employee Orientation

July 21, 2026- Advanced Officer Training Academy & Transition Courses Begin

JOB SUMMARY

Under general supervision, performs varied law enforcement duties; enforces laws and regulations and apprehends criminals; provides information, advice and assistance to the public in their use of police and other City services; conducts crime investigations; and does related work as required. This is a broad classification with individual positions assigned to specific functional areas; duties and assignments may overlap depending on the operational needs of the department and staffing levels.

Examples of Duties

- Patrol City in car, motorcycle, all terrain vehicle, bicycle and any other means of transportation and on foot; answer calls for the protection of life and property, and the enforcement of City, County, and State laws; may conduct both preliminary and follow-up investigations of reported criminal activity, deaths, and vehicle traffic accidents.
- Respond to any emergency, utilizing exceptional physical abilities which include but are not limited to high speed driving, pursuing criminals while on foot, carrying injured persons, climbing fences and walls, overcoming physical resistance of uncooperative violent suspects, and directing traffic at emergency scenes, fires, and special events. Most of these requirements occur outside and may be in inclement weather.
- Make arrests as necessary; interview victims, complainants, and witnesses; interrogate suspects; gather and preserve evidence; testify and present evidence in court.
- Contact and cooperate with other law enforcement agencies in matters relating to the investigation of crimes and the apprehension of offenders.
- Prepare reports of arrests made, investigations conducted, and unusual incidents observed.
- Serve warrants and subpoenas.
- While on patrol, stop drivers who are operating vehicles in violation of laws; warn drivers against unlawful practices; issue citations and make arrests as necessary. Check buildings for physical security. Receive, search, book, fingerprint, and transport prisoners.
- Administer first aid in emergency situations.
- Maintain contact with citizens regarding potential law enforcement problems and preserve good relationships with the general public.
- Work unsupervised as a solo unit in responding to emergencies.
- Work rotating shifts, including nights, weekends, and holidays.
- Perform specialized investigative or detective work as assigned by the Chief of Police.

- Perform other duties as assigned.

Experience and Training

- High School Diploma or equivalent
- One of the following:
 - A minimum of 30 college credit hours from an accredited university.
 - Two (2) years full-time employment law enforcement experience.
 - Two (2) years of active-duty time in the U.S. Armed Forces.
 - Two (2) years of full-time basic jailer experience.
 - Completed a state-approved Basic peace Officer Course (BPOC) and passed the Texas Commission on Law Enforcement (TCOLE) licensing exam is required.
- Out-of-state Peace Officer license (or equivalent) with two years of full-time law enforcement experience. At least two years of experience must be after the basic police academy. You must meet all TCOLE requirements for the out-of-state licensing process and have your out-of-state TCOLE application approved prior to employment. You will complete the classes required for Texas licensure and take the TCOLE licensing examination after you are hired with RRPD, if applicable. The TCOLE process and requirements can be found at: tcole.texas.gov. Navigate to the Out-of-State requirements.

Certificates and Licenses Required

- Possession of a Texas Driver's License, or the ability to obtain one prior to employment.
- Must currently be a certified Police Officer out-of-state with two years of experience after your basic police academy.
- Must be approved to begin out-of-state license transition courses and be assigned a PID by TCOLE prior to employment. You will complete these courses and the licensing examination after employment with RRPD, if applicable.

Employer

City of Round Rock

Address

231 E. Main Street
Suite 100
Round Rock, Texas, 78664

Phone

512-218-6641

Website

<http://www.roundrocktexas.gov>