



# BOERNE POLICE DEPARTMENT



## *\*NOW ACCEPTING APPLICATIONS\**

The City of Boerne, is one of the fastest growing areas in Texas, just 10 minutes north of San Antonio. We service a population of 16,043. The officers have an opportunity to serve in various assignments: patrol, investigations, narcotics, K9, school resource officer, Emergency Response Team (ERT) and negotiations team.

### Benefits

- 100 % employee coverage: Medical, Dental, Vision, and Life Insurance
- Paid sick, vacation and holidays
- Longevity pay
- Retirement: City of Boerne matches 2 to 1 in the TMRS. The total contribution is 7% employee contribution with all available options including 5-year vesting.

### Salary

Probationary Officer: \$51,459.20  
 Police Officer I (1-5 years): \$51,459.20-\$56,804.80  
 Police Officer II(6-10 years):\$58,219.20-\$64,272.00  
 Senior Officer(11-20 years or more): \$65,873.60-\$78,020.80 (effective 10-01-20)

### Certificate Pay

- \* Intermediate Officer- \$500.00
- \* Advanced Officer- \$1,000.00
- \* Masters Officer- \$1,500.00

### Requirements

- ◆ Candidates must be at least 21 years old at the time of hire
- ◆ A high school diploma/GED
- ◆ A valid Texas driver’s license
- ◆ Completion of Basic Peace Officer is preferred.
- ◆ Meet all prerequisites set by the Texas Commission on Law Enforcement (TCOLE)
- ◆ Written Exam
- ◆ Physical Agility
- ◆ Polygraph Test
- ◆ Participate in an interview panel
- ◆ Medical Exam
- ◆ Psychological Exam



***Message from the  
 Chief of Police  
 Chief James Kohler***

Our commitment is to keep this community safe and protect our citizen’s which is the basic foundation of policing.

We are looking for energetic and committed men and women who want an honorable career serving a great community.

City of Boerne is an equal opportunity employer

**Address: 124 Old San Antonio Rd., Boerne, Texas 78006**  
**Phone: 830-249-8645**  
**Email: [bpdrecruiting@boerne-tx.gov](mailto:bpdrecruiting@boerne-tx.gov)**  
**Contact: Sgt. Chris Walk or Officer Rebecca Foley**



**SUMMARY OF CURRENT BENEFITS OF A FULL TIME  
CITY EMPLOYEE  
FY 2018-2019**

- Health Insurance — 100% Paid by the city for the employee, option to add dependents (City pays 40% for dependents);
- Dental Insurance — 100% Paid by the city for the employee; option to add dependents
- Vision Insurance — 100% Paid by the city for the employee; option to add dependents
- Life Insurance — 100% Paid by the city for the employee; option to add dependents
- Optional Voluntary Life Coverage – Up to 3 times employee's salary – maximum of \$300,000
- Partial paid pre-65 retiree medical insurance premium after 20 years of service
- Option to join TML Group Flexible Spending Program: for monthly premiums, un-reimbursed medical expenses, and dependent-care cost
- Deferred compensation account with a minimum of \$10 contribution per pay period
- Texas Municipal Retirement System (TMRS) 7% employee contribution, 14% City contribution, with all available options including 5-year vesting and 20 year retirement
- Additional life insurance through TMRS equivalent to 12-month's salary if death occurs while you are an active employee
- A lump-sum payment of \$7,500 from TMRS if death occurs after retirement with TMRS
- Optional Direct-deposit of paycheck
- Twelve paid sick days per year - accumulation of up to 120 days
- Annual employee option to sell back 40 hours of unused annual sick leave per year
- Personal Leave awarded for limited sick leave usage
- Paid vacation based on years of service – accumulation of up to 30 days
- Annual employee option to sell back 40 hours of accrued vacation time per year
- Bereavement leave with pay after 3 months of employment
- Military leave with pay
- Administrative absence with pay for jury duty, conferences, voting
- Longevity pay
- Employee Assistance Program
- Paid holidays
- Social Security and Medicare shared expenses
- Workers Compensation insurance and 100% salary indemnity
- City-paid training seminars
- City-paid uniforms and equipment for outside departments
- Employee jackets for inside and outside departments
- Employee shirts to observe casual Fridays
- Service Award recognition
- Annual Holiday Gala for employees and family
- Use of the City of Boerne's swimming pool for employees and their family
- Use of the City of Boerne's lake for employees and their family
- Free library card
- Employee Wellness Program
- \$100 incentive bonus for referring applicants which are hired
- Discounted Cellular Telephone packages through AT&T & Sprint
- Discounted Group Rates at participating local Fitness Centers
- YMCA membership for employees and discounted rates for family

Benefits subject to change.  
04/06/2018