



CITY OF ROCKWALL

POLICE OFFICER JOB PREVIEW

Revised 10/01/2025

The Rockwall Police Department has an authorized strength of 101 sworn personnel. The Rockwall Police Department is an innovative, proactive and progressive organization that utilizes state-of-the-art equipment and technology.

Positions within the Rockwall Police Department:

• Criminal Investigation Division (CID)	• Police Training Officer
• K-9 Unit	• Crime Prevention Officer
• Traffic Division	• School Resource Officer (SRO)
• Bicycle Patrol	• Career Enrichment Program
• Special Crimes Division	• Alternate Career Path Program
• SWAT	• Honor Guard

Job Duties: Under the direct supervision of a Patrol Division Sergeant, performs a wide variety of police and law enforcement activities. Tasks are service and protection oriented and includes collecting and dispensing information, arbitrating disputes, providing assistance, protecting and recovering property, preventing crime, investigating, execute search warrants, issuing citations, making court appearances, and providing other public protection services. Duties include an element of personal danger, i.e. exposure to life-threatening circumstances, apprehending criminals, and transporting prisoners. Police Officers perform duties in accordance with State Statutes and established departmental policies, procedures, and guidelines. The incumbent must be able to act without close supervision and must be able to exercise independent judgement. Performs related work as required.

Job Requirements: Must be at least 20 years old and must be a high school graduate or possess a GED Certificate. Must be able to, or have already, successfully completed the Police Academy Program and Field Training Program (FTO), and attain Basic Peace Officer certification. Must be age 21 upon graduation from the police academy.

Lateral Pay Program: One step Pay Increase for every year as a full-time licensed Police Officer. Officers with 5 years' experience will begin at STEP 5 of the Pay Scale.

Rockwall Police Department applicants must successfully complete the following hiring process:

- Submission of completed application to the City of Rockwall Human Resources office
- Pass a written examination
- Physical Agility
- Oral Interview Board
- Extensive background investigation
- Interview with Police Chief and Command staff
- Pass a psychological evaluation
- Pass a job placement assessment (physical) and drug test

The hiring process takes approximately 2 – 4 months

CITY OF ROCKWALL Police Benefits and Pay

SALARY	Per Year	Per Hour
Step 1	\$84,448.00	\$40.60
Step 2	\$88,628.80	\$42.61
Step 3	\$93,059.20	\$44.74
Step 4	\$97,656.00	\$46.95
Step 5	\$102,502.40	\$49.28
Each year after reaching Step 5, Police Officers are eligible to receive a 5% lump sum based upon performance		\$5,125.12 (Lump Sum) Total w/ lump sum \$107,627.52

TOP OUT CHECK	*5% Lump Sum after top out (typically coincides after completing 5 th year of employment) <u>Lump Sum is equal to 5% of Step 5.</u>										
MEDICAL, DENTAL VISION	30-day waiting period. Choice of two medical plans, dental and vision.										
RETIREMENT	Texas Municipal Retirement System 7% Mandatory Contribution by the Employee – City Matches 2:1 (14%) Retirement – 20 years of service at any age or age 60 with 5 yrs of service Vesting – 5 years										
LIFE INSURANCE	City Provides - \$50,000 Life & AD&D policies for each employee TMRS Provides - 1 x Pay (no max) Option to Purchase additional Life and AD&D										
VACATION	<table border="1"> <thead> <tr> <th>Years of Service</th><th># of Hours Accrued Monthly</th></tr> </thead> <tbody> <tr> <td>0 – 1</td><td>6.67</td></tr> <tr> <td>1 – 4</td><td>10.00</td></tr> <tr> <td>5 - 9</td><td>11.67</td></tr> <tr> <td>10 +</td><td>13.34</td></tr> </tbody> </table>	Years of Service	# of Hours Accrued Monthly	0 – 1	6.67	1 – 4	10.00	5 - 9	11.67	10 +	13.34
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HOLIDAY	11 holidays (option of double time and a half pay if worked or bank holiday to be used within fiscal year)										
SICK	Accrue 6.67 hours/month - No max on accruals										
LONGEVITY PAY	\$5.00 per month of service after completing 1 year of service										
EDUCATION PAY	Associates - \$800/yr Bachelors - \$1,400/yr Masters - \$2,000/yr										
CERTIFICATE PAY	Intermediate - \$800/yr Advanced - \$1,400/yr Masters - \$2,000/yr										
UNIFORMS/EQUIPMENT	All uniform equipment provided by the department, plus uniform dry cleaning. Employee's provide footwear.										

The City of Rockwall is an Equal Employment Opportunity/ADA Employer