

DATE & TIME OF WRITTEN EXAMINATION: Friday, February 27, 2026, 9:00am
LOCATION OF WRITTEN EXAMINATION: Brownwood Law Enforcement Center
Training Room
1050 W. Commerce Street
Brownwood, TX 76801

PHYSICAL AGILITY TEST: Friday, February 27, 2026, Immediately Following Written Examination – Brownwood Law Enforcement Center

DATE OF ANNOUNCEMENT: January 12, 2026

LAST DAY FOR FILING AN APPLICATION: Friday, February 20, 2025, 5:00pm.

DURATION OF ELIGIBILITY LIST: 12 Months from Date Eligibility List is Posted or When List is exhausted

APPLICATION FORMS may be obtained at City Hall, 501 Center Avenue, Brownwood, Texas, or on the City's website at <https://www.brownwoodtexas.gov/223/Police-and-Fire-Job-Listings>. Submit applications to the Director of Civil Service, 501 Center Ave., P.O. Box 1389, Brownwood, TX 76804 or to hrpersonnel@brownwoodtexas.gov.

QUALIFICATIONS

AGE: Applicant must be at least twenty-one (21) years of age as of the date of the entrance examination.

EDUCATION & CERTIFICATIONS: Applicant must have a High School Diploma or GED Certificate. Applicant must possess a valid driver's license at time of entrance examination and possess valid Texas driver's license at time of hire. Must be able to communicate the English language both in writing and verbally.

GENERAL: Must meet all applicable requirements as outlined in Chapter 143, Local Government Code, Municipal Civil Service, and City of Brownwood Civil Service Rules, applicable Meet and Confer Agreements and the City of Brownwood Personnel Rules and Regulations. Preference will be given to applicants who hold a TEXAS BASIC PEACE OFFICER certification and are currently licensed by the TEXAS COMMISSION ON LAW ENFORCEMENT (TCOLE). Preference will also be given to applicants currently enrolled in a Basic Peace Officer Academy within 90 days of scheduled graduation at the time of the entrance examination.

DUTIES & REQUIREMENTS: As outlined in job description #06-0804; works 12 hours shifts depending on assignment; some duties include routine patrol, either by motor vehicle or on foot, responsibilities of controlling traffic and enforcing all traffic laws, to prevent vandalism and damage to property, and to protect human life, etc. Specific and general work assignments are received from superior officers, plus the employee works independently using personal discretion and judgment in meeting any eventuality which might arise.

RESIDENCY REQUIREMENT: Officers must live within a 30-mile radius of the Brownwood City Limits within 6 months of hire.

COMPENSATION: \$5,000 Sign on Incentive for Certified Officers with more than 1-year experience paid \$3,500 on the first paycheck and \$1,500 at the completion of 1-year probation. \$2,500 Sign on Incentive for Probationary Police Officers with 0-1-year experience paid on the first paycheck. \$2,500 Sign on Bonus for Police Recruits with no experience paid on first paycheck after successful completion of the Field Training Program. All who receive a Sign on Incentive must remain with BPD for 2 years. Salary based on years of experience: Police Cadet = \$46,250; Probationary Police Officer 0-1 years' experience = \$53,031; 1 to 3 years' experience = \$56,861 per year; 3 to 6 years' experience = \$58,358 per year; 6 to 10 years' experience = \$60,582 per year; 10+ years' experience \$63,561 per year.

BENEFITS: Group medical, vision and life coverage are provided for the employee and paid by the City after 90 days of full-time employment. Dental is optional paid for by the employee. Vacation leave is earned at the rate of 15 days (126 hours) per year of continuous employment. Sick leave is earned at the rate of 15 days (126 hours) per year of continuous employment. Holiday leave is earned at the rate of 12 days (84 hours) per year. Additional Certification Pay and Education pay is available.

EXAMINATIONS / TESTS: A grade of 70% or above is required in order to pass the written examination. An applicant who served in the Armed Forces of the United States and received an Honorable Discharge shall receive five (5) points in addition to his/her competitive grade after passing the written examination. In case of a tie of grades on the examination, the applicant who filed his/her application first shall be given first consideration. **Candidates passing the written examination shall also be required to pass a physical agility test and an oral interview conducted by the Police New Hire Board in order to be placed on the Eligibility List. A candidate must pass a medical exam, a drug test and a psychological exam prior to appointment.**

Any questions regarding this Notice shall be addressed to the Director of Civil Service at 501 Center Avenue, mail: P.O. Box 1389, Brownwood, Texas 76804, phone 325-646-5775, X 1178.

Tarino Russell

Tarino Russell, Director of People and Performance & Civil Service

Date 01/12/2026

