



BANDERA COUNTY SHERIFF'S OFFICE
Initial Applicant Process

To apply for any commissioned position (Deputy, Jailer or Dispatcher) within the Bandera County Sheriff's Office, you must first meet the minimum qualifications listed in the job description that you are applying for, as well as the minimum standards required by the Texas Commission on Law Enforcement (TCOLE).

I have read TCOLE Rule 217.1, Minimum Standards for Enrollment and Initial Licensure, and hereby certify that I do meet the minimum standards.

If you do qualify, please submit the following forms and/or documents:

Bandera County Application for Employment. (Must be signed and dated).

Bandera County Sheriff's Office Authority of Release of Information and Waiver (Must be signed, notarized, and dated).

TCOLE Personal History Statement (PHS). (Must be signed, notarized, and dated).

Please refer to page 3, section 9, of the PHS for all other required documents. We do not require a college degree for employment. But if you do have a college degree, then please include a copy.

If you have any prior law enforcement/jailer/dispatch experience, to include full-time, reserve or non-paid experience, please list that in your Bandera County Application for Employment, as well as your TCOLE Personal History Statement.

Once all of the required forms and/or documents are completed you may submit them to the Bandera County Sheriff's Office or the Bandera County Human Resources Department. If anything is missing or incomplete your application will be rejected. **No other documents or forms will be accepted during the Initial Applicant Process.**

I have read the Initial Applicant Process and all required forms and/or documents are included.

PRINTED NAME

SIGNATURE

DATE

For questions, please contact the Bandera County Sheriff's Office at (830) 796-4323 or the Bandera County Human Resources Department at (830) 796-4573.

Bandera County is an Equal Opportunity Employer

Current As Of: January 28, 2026