**BENEFITS, PAY, AND INCENTIVES**

Benefits include paid vacation, paid holidays, paid insurance, retirement, longevity pay, and other State of Texas benefits.

TABC offers career advancement opportunities. All career ladder advancements are based on a combination of longevity, job knowledge, job performance, and adherence to agency and divisional policies and procedures.

**Agent Career Ladder:**
- Agent Trainee
- Agent I (less than 4 years)
- Agent II (4-7 years)
- Senior Agent (20+ years)

*Current salary information can be found on the TABC website.*

Agents may be entitled to an education or peace officer certificate stipend up to $150 per month and may be entitled to a bilingual proficiency stipend up to $50 per month.

Those joining the Enforcement Division as commissioned peace officers are hired as Agent Trainees, an entry level position. After satisfactorily completing a 12-month probationary period, an Agent Trainee is reclassified as an Agent I.

The Agent I position is the first step of a career ladder, which over a twenty-year period may advance the employee to the rank of Senior Agent. Additional promotional opportunities within the agency include Sergeant, Lieutenant, Captain, Assistant Chief and Chief.

**TABC HQ & REGIONAL OFFICES**

<table>
<thead>
<tr>
<th>Region 3</th>
<th>Houston Regional Office</th>
<th>(713) 426-7900</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1</td>
<td>Amarillo Regional Office</td>
<td>(806) 353-1286</td>
</tr>
<tr>
<td>Region 2</td>
<td>Arlington Regional Office</td>
<td>(817) 652-5912</td>
</tr>
<tr>
<td>Region 4</td>
<td>Austin Regional Office</td>
<td>(512) 451-0231</td>
</tr>
<tr>
<td>Region 5</td>
<td>San Antonio Regional Office</td>
<td>(210) 731-1720</td>
</tr>
</tbody>
</table>

**AN EQUAL OPPORTUNITY EMPLOYER**

**CAREER INFORMATION**

E-mail: human.resources@tabc.state.tx.us
TOLL-FREE: 1-888-THE-TABC

TX Alcoholic Beverage Commission
PO Box 13127
Austin, Texas 78711
ACCEPT THE CHALLENGE TO BECOME AN AGENT WITH THE TEXAS ALCOHOLIC BEVERAGE COMMISSION

DUTIES

The Texas Alcoholic Beverage Commission was established in 1935 as the state regulatory agency covering all phases of the alcoholic beverage industry in the State of Texas. The duties of the Commission include regulating sales, taxation, importation, manufacturing, transporting, and advertising of alcoholic beverages.

The Enforcement Division is responsible for the criminal and administrative enforcement of the state’s alcoholic beverage laws. Its agents, each of whom is a commissioned police officer with statewide jurisdiction, inspect premises licensed by the agency and investigate alleged violations of the Alcoholic Beverage Code and other state laws such as bootlegging, application fraud, ownership subterfuge, sales to minors, possession by minors, prostitution, gambling, narcotics trafficking, illegal weapons, and organized criminal activities. In addition, Enforcement Agents provide regular instruction to law enforcement officers, industry members, schoolchildren and civic organizations to provide a better understanding of the law and to promote voluntary compliance. The Chief of Field Operations oversees the activities of five regional Captains who, in turn, direct the efforts of more than 200 agents across the state. Regional offices are located in Amarillo, Arlington, Houston, Austin, and San Antonio. The Enforcement Division also maintains additional offices throughout the state.

MISSION

The mission of the Texas Alcoholic Beverage Commission is to promote public safety and serve the people of Texas through consistent, fair and timely administration of the Alcoholic Beverage Code while fostering education, voluntary compliance and legal, responsible alcohol consumption.

QUALIFICATIONS

Minimum qualifications for the position of Agent Trainee include:

- Minimum 21 years of age; and
- High school diploma or GED; and
- Active (TCLEOSE) Basic Peace Officer Certification*; and
- Four years law enforcement experience; or
- Graduation from an accredited four-year college or university; or
- Four years of military service

* TCLEOSE Basic Peace Officer Certification may NOT be required in select hiring’s based on availability of funds.

The Texas Alcoholic Beverage Commission has developed a physical assessment for all law enforcement officers in compliance with Texas Government Code, Chapter 614, Subchapter H, section 614.152. Applicants must complete physical standards testing as a condition of employment. Additional details and qualifications will be provided in the job posting.

The selection process consists of various phases which include the application screening, followed by a standard aptitude test, appearance before an oral interview board, and an extensive background investigation. Credit history, character references, past employment and driving record will be considered during the background investigation.

TRAINING

In-service training and approved elective courses are provided annually. Agent Trainees receive specialized training during the first months of employment.

The Texas Alcoholic Beverage Commission welcomes your inquiry into the law enforcement duties and responsibilities of an Enforcement Division agent. We hope this information will assist you with your law enforcement career decisions. If you believe you are capable of enhancing the mission established by the Commission, please “Accept the Challenge” and apply for a position with the Texas Alcoholic Beverage Commission.

TABC agent trainees certify in ASP baton training.