



## TEXARKANA, TEXAS POLICE DEPARTMENT

### SALARY AND BENEFITS

<b><u>SALARY:</u></b>	<b>New Hire</b>	<b>\$37,080</b>
	<b>1 Year</b>	<b>\$38,625</b>
	<b>2 Years</b>	<b>\$40,170</b>
	<b>3 Years</b>	<b>\$41,715</b>
	<b>4 Years</b>	<b>\$43,775</b>
	<b>5 Years</b>	<b>\$46,865</b>
	<b>10 Years</b>	<b>\$48,410</b>
	<b>15 Years</b>	<b>\$49,955</b>

After completion of one (1) year probationary period, officers may earn additional pay as follows:

Longevity-\$4.00 per month for each completed year of service (Maximum \$100 per month)

**-AND-**

College Incentive-\$4.40 per month for each 3 approved job-related credit hours, minimum of 30 hours up to a maximum of 120 hours (grades must be "C" or better)

**-AND-**

Certificate - \$50.00 per month for TCLEOSE Intermediate  
\$100.00 per month for TCLEOSE Advanced  
\$150.00 per month for TCLEOSE Master

When applicable, officers receive shift differential pay as follows:

Squad A and B 12-Hour Nights - \$20.00 bi-weekly

### **FRINGE BENEFITS:**

All officers receive the following City of Texarkana, Texas fringe benefits:

- 15 days paid vacation each year
- 15 days paid sick leave each year
- 10 paid holidays
- Affordable group life, medical and dental
- Dependent coverage available at low rates
- Military leave for members of reserve armed forces
- 20 year retirement through Texas Municipal Retirement System

In addition, officers are issued all necessary uniforms and equipment by the Texarkana, Texas Police Department.

**Salary and Benefits effective January 12, 2009**