



# Abilene Police Department

## NOW HIRING LATERAL POLICE OFFICERS

**ACADEMY START DATE: FALL 2022 (DATE TBD)**

**APPLY ONLINE AT [WWW.ABILENEPOLICE.ORG](http://WWW.ABILENEPOLICE.ORG)**

### APPLICATIONS

The Abilene Police Department is expecting to hire Lateral Police Officers in the Fall of 2022. The exact application window dates are yet to be determined. Applications may be submitted electronically via: [www.abilenepolice.org](http://www.abilenepolice.org) or <https://us61e2.dayforcehcm.com/CandidatePortal/en-US/cityofabilene>.

### STARTING PAY

Starting pay while in the modified lateral academy is \$65,755. Upon completion of all training, the applicant salary will be reclassified to reflect their total previous term of service as a police officer, with a maximum limit of 5-year STEP (\$75,064).

### MOVING EXPENSE & INCENTIVE PAY

Qualified applicants may receive a moving reimbursement of up to \$3,000 dollars for expenses incurred during a move to Abilene if moving in-state and \$6,000 for expenses incurred during a move to Abilene if out-of-state. This will be an upfront cost paid by the employee and will be reimbursed upon completion of all training.

Qualified applicants will receive a \$5,000 incentive pay on the first paycheck (net after tax).

### BENEFITS

General Benefit Information:

- Retirement: The City of Abilene has mandatory participation in the Texas Municipal Retirement System (TMRS) and matches employee contribution of 7% to TMRS at a rate of 2:1. Optional 457(b) deferred compensation plans are also available through Nationwide Retirement Solutions.
- Work Schedule: Depending on assignment, employees may work eight or ten hour shifts and may be off two or three days per week.
- Paid leave: 15 sick days, 15 vacation days and 12 holidays per year.
- Insurance: Health, Life, Dental and Vision insurance available.
- Clinic: The City of Abilene Clinic for Health (COACH) is our in-house clinic that sees employees and family members from ages five and up at no cost if you and your dependents are covered by the City's health insurance plan.
- Seniority: Applicants will not be given departmental seniority for previous years of service.

### QUALIFICATIONS

An applicant must meet the following minimum standards by the date of hire unless a different date is indicated:

- All candidates must have been previously employed as a Peace Officer in a position with responsibilities similar to those of a Patrol Officer for the Abilene Police Department.
- Meet the criteria and obtain licensing established by the Texas Commission on Law Enforcement (TCOLE) prior to entering the field training program.
- Out of state applicants are highly encouraged to begin and/or complete the Texas Commission on Law Enforcement (TCOLE) 1018 program before starting the modified lateral academy.
- The maximum age at the start of the modified Lateral Academy is 50 years of age.
- Applicants must have two (2) years of previous law enforcement experience.
- A high school diploma or GED is required.
- A valid driver's license is required at date of hire. However, a valid Texas driver's license is required by the date of TCOLE certification.
- Pass a thorough background investigation.
- The Physical Agility Test for entry is a 2,000 meter row test on a Concept2 rower.
- Must pass the required physical/mental examination requirements.
- Police Administration establishes each applicant's suitability for consideration for Lateral Entry.

**STEP AND GRADE SALARY SCHEDULE**

**POLICE OFFICER PERSONNEL**

Effective Date: October 1, 2021

	CADET	PTO COM- PLETION	2 YEARS	3 YEARS	4 YEARS	5 YEARS	8 YEARS
Hourly	27.0415	30.2516	31.6133	32.7788	34.0450	36.0889	40.0716
Bi-weekly	2,163.32	2,420.13	2,529.07	2,622.30	2,723.60	2,887.11	3,205.73
Annually	56,246.3852	62,923.4286	65,755.7524	68,179.9088	70,813.6938	75,064.9722	83,348.8820
	SGT. I	SGT. II	LT. I	LT. II	ASST. CHIEF	CHIEF	
Hourly	42.5535	46.7917	48.9867	54.4557	Set by Admin	Set by Admin	
Bi-weekly	3,404.28	3,743.34	3,918.94	4,356.46			
Annual	88,511.2650	97,326.6522	101,892.430	113,267.845			
				Pay Code	Monthly	Bi-weekly	Hourly
Intermediate Certification				1501	\$60.00	\$27.70	
Advanced Certification				1502	\$120.00	\$55.40	
Masters Certification				1503	\$200	\$92.32	
EDUCATION (received after sworn-in)							
Approved Associate Degree (or 65 college hours)				1410	\$85.00	\$39.23	
Bachelor's Degree				1411	\$150.00	\$69.23	
Master's Degree				1412	\$200.00	\$92.31	
ASSIGNMENT PAY							
Bilingual Pay				1500	\$100.00	\$46.16	
Police Training Officer				1526			\$3.00
Special Duty Pay				1525	\$100.00	\$46.16	
Longevity Pay *For one (1) through nine (9) years of service *\$4.00 per month per year of service through nine (9) years **Beginning in service year ten (10) **\$8.00 per month per year of service through thirty (30) years							

**ABILENE POLICE CONTACTS**

Abilene Police Department non-emergency ..... (325) 673-8331  
 Training Academy ..... (325) 676-6539  
 Recruiter ..... (325) 676-6608

