



EL CAMPO POLICE DEPARTMENT

POLICE-PATROL OFFICER

GENERAL INFORMATION AND BENEFITS

The City of El Campo Police Department is a progressive agency that serves a community of approximately 12,000 citizens. The Department has 31 full-time police officers and 12 civilian employees. It supports and maintains the operation of a Uniformed Patrol Division, Detective Division, Communications Division, Animal Control, School Resource, Special Services, K-9, Special Response Team and Administrative Division. The Department offers a competitive salary and benefit package to its employees. It recognizes their value to the success of the organization. A summary of the benefits is listed below. The benefits are subject to modification as determined by the Department and/or the City Council.

SALARY: Starting base pay depends on an employee's experience, educational background, and overall qualifications. The current salary levels range from \$42,840.96 (\$44,840.96 with built-in overtime and paid holidays) – \$52,829.92. A salary increase of 3% will take affect after passing a 6-month probationary period. Officers with previous law enforcement experience will be considered for a modified lateral pay scale.

SIGNING BONUS: \$2,000 signing bonus payable at the successful completion of the field training program.

CERTIFICATION PAY: The Department offers TCLEOSE certification pay. The amount depends on an employee's certification level and ranges from \$100.00 - \$300.00 per month.

HOLIDAY PAY: The City provides for (11) paid holidays per year as designated in the Personnel Manual. The dates may be added or deleted each year by action of the City Council. Employees scheduled to work holidays are paid at a rate of double time and a half their regular salary (or 18 hours of additional pay). Employees not scheduled to work a holiday receive (8) hours of additional pay.

LONGEVITY PAY: All employees a receive longevity pay. It is calculated based on the number of months an employee has worked for the City. The current rate of longevity pay is \$5.00 per month for each month of continuous service with a maximum longevity period of (25) years (or 300 months).

OVERTIME: Officers are paid for all overtime, such as court, extra duty, administrative hearings, special event, etc., however in-service training hours may be converted to compensatory time at the discretion of a scheduling supervisor.

GYM: ECPD has a fitness room available to officers.

SHIFTS: Uniformed patrol officers work a permanent 12-hour shift with a (1) thirty-six hour the first week and (1) forty-eight hours the second week. The officer's assignment is based on seniority and/or promotional rank and allows them to earn (8) hours of paid overtime each scheduling cycle (or every 28 days).

TRAINING: Probationary officers participate in a 12-week (or 500 hour) field-training program that prepares them for initial assignment in the Uniformed Patrol Division. The program length and required training hours may be amended for prior experience. The Department provides all funding for the cost of mandatory, required TCLEOSE or Department sponsored training to include tuition fees, study materials, meals, travel, and lodging expenses. Employees enrolled in undergraduate, graduate level studies and/or job-related vocational training may qualify for tuition re-imbusement.

UNIFORMS/DUTY EQUIPMENT: The Department furnishes all uniforms, firearms, and duty equipment with exception of footwear.

PERSONAL LEAVE: Employees earn (2.5) weeks of personal leave per year during the first 9 years of employment accruing at the rate of 8.66 hours per month. Employees with 10 – 14 years of service earn (3.5) weeks accruing at the rate of 12.00 hour per month. Employees with 15 or more years of service earn (4.5) weeks accruing at the rate of 15.33 hours per month.

SICK LEAVE: Employees accrue sick leave at the rate of 8.00 hours per month to a maximum of 960 hours. Sick leave may be used for a personal illness or for an immediate member of an employee's family. Employees who separate service in good standing are eligible for \$5.00 an hour for every unused hour of accrued sick leave, not to exceed 960 hours (or \$4,800.00).

CATASTROPHIC/DISABILITY LEAVE: Employees with limited or no remaining leave time may be eligible to receive an additional (4) weeks (or 160 hours) of paid leave for serious illness or injury occurring to themselves or an immediate family member. Employees who are entitled to such leave are restricted to (3) single events during their employment with the City.

RETIREMENT: The City participates in the Texas Municipal Retirement System (TMRS). The employee makes a contribution of 6% of their earnings. The City makes a matching contribution of 9%. The City's match is made if the employee stays in the retirement system until they are eligible to retire (vesting at 5 years and full retirement at 20 years). If an employee leaves the City prior to reaching retirement, the employee is entitled to their accumulated deposits plus interest. The City also offers other financial investment and planning options to its employees such as the 457 Deferred Compensation Plan that allows you to save and invest for retirement. Participation is managed through payroll deductions so your taxes are reduced each pay period.

MEDICAL AND LIFE INSURANCE COVERAGE: The City continually evaluates health / life insurance to provide the most competitive package for employees and dependents. The City Human Resource Clerk and provide details on current package.

CREDIT UNION: The City is a participating member of a local credit union. Employees and their families are eligible to become a member of the credit union and may take advantage of the services provided.

The Police Department accepts applications on a continuous basis. For more information about employment opportunities please contact our Special Services or Administrative Division at (979) 543-5311, make written inquiries to the **City of El Campo Police Department, 1011 West Loop, El Campo, TX 77437**, or visit the City's website at www.cityofelcampo.org.

Revised: November 2018