

**\$3,000 HIRING INCENTIVE for currently certified TCOLE  
peace officers! Certain conditions apply.**

Police Department Civil Service Personnel Rate Per Hour <i>Effective February 13, 2016</i>								
<u>Tenure</u>								
<b>Police Cadet</b> Per Hour	0							
	16.00							
<u>Tenure</u>								
<b>Police Officer</b> Per Hour	0	1	2	4	6	8	10	12+
	\$20.97	\$21.52	\$22.07	\$22.63	\$23.31	\$24.01	\$24.73	\$25.47
<u>Tenure</u>								
<b>Sergeant</b> Per Hour	2	4	6	8	10+			
	\$25.96	\$26.51	\$27.37	\$28.26	\$29.18			
<u>Tenure</u>								
<b>Lieutenant</b> Per Hour	4	6	8+					
	\$29.56	\$30.59	\$31.67					
<u>Tenure</u>								
<b>Captain</b> Per Hour	4	6+						
	\$31.77	\$33.68						

**Additional Benefits:**

- Certification Pay
- Education Pay
- Longevity Pay
- Assignment Pay for Detectives & Field Training Officers
- Shift Differential Pay
- Uniforms provided, uniform allowance provided to Detectives
- 3 weeks vacation leave annually
- 3 weeks sick leave annually
- 12 paid holidays annually
- 1 personal holiday annually
- Retirement
- Life Insurance
- Health Insurance

**\*Certain conditions apply to be eligible for the additional benefits outlined above. Please refer to the Application Packet or the Civil Service Director for further information.**

**No experience or certification required!!**

**For select applicants, The City of Lockhart is currently offering the opportunity to receive paid cadet salary (\$33,000 estimated annually) and tuition expenses while gaining your TCLEOSE certification.  
Certain conditions apply.**