

**\$10,000 HIRING INCENTIVE for currently certified TCOLE  
peace officers! Certain conditions apply.**

Police Department Civil Service Personnel Rate Per Hour <i>Effective October 1, 2022</i>								
<u>Tenure<sup>1</sup></u>								
Police Cadet Per Hour	0							
	\$20.78							
<u>Tenure</u>								
Police Officer Per Hour	0	1	2	4	6	8	10	12+
	\$27.23	\$27.94	\$28.66	\$29.38	\$30.27	\$31.17	\$32.12	\$33.08
<u>Tenure</u>								
Sergeant Per Hour	2	4	6	8	10+			
	\$33.72	\$34.41	\$35.55	\$36.70	\$37.89			
<u>Tenure</u>								
Lieutenant Per Hour	4	6	8+					
	\$38.41	\$39.73	\$41.13					
<u>Tenure</u>								
Captain Per Hour	4	6+						
	\$41.27	\$43.73						

**Additional Benefits:**

- Certification Pay
- Education Pay
- Longevity Pay
- Assignment Pay for Detective, Field Training Officer, Bailiff Warrant Officer, & School Resource Officer
- 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 (\$43,000 estimated annually) and tuition expenses while gaining your TCOLE certification.**

**Certain conditions apply.**