

**\$5,000 HIRING INCENTIVE for currently certified TCOLE  
peace officers! Certain conditions apply.**

Police Department Civil Service Personnel Rate Per Hour <i>Effective October 3, 2020</i>								
<b>Tenure</b>								
Police Cadet Per Hour	0							
	\$19.40							
<b>Tenure</b>								
Police Officer Per Hour	0	1	2	4	6	8	10	12+
	\$25.42	\$26.09	\$26.76	\$27.43	\$28.26	\$29.10	\$29.98	\$30.88
<b>Tenure</b>								
Sergeant Per Hour	2	4	6	8	10+			
	\$31.48	\$32.13	\$33.18	\$34.26	\$35.37			
<b>Tenure</b>								
Lieutenant Per Hour	4	6	8+					
	\$35.85	\$37.09	\$38.40					
<b>Tenure</b>								
Captain Per Hour	4	6+						
	\$38.52	\$40.83						

**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 (\$40,000 estimated annually) and tuition expenses while gaining your TCOLE certification. Certain conditions apply.**