

Salary and Incentives

Cadet

\$14.50

Probationary Patrol Officer

\$15.54

Patrol Officer

Step 1 to 5

\$16.29 to \$19.80

Corporal

Step 1 to 3

\$19.72 to \$21.74

Sergeant

Step 1 to 3

\$21.35 to \$23.54

Lieutenant

\$24.63 to \$28.51

Lateral Entry Allowed

Monthly Incentives

Basic License \$50.00

Intermed. License \$150.00

Advance License \$250.00

Master License \$350.00

Drug Units \$200.00

CID \$100.00

Bilingual \$100.00

Shift Differential \$100.00

College Tuition

Reimbursement

Police Applicant Processing

All Police application and testing processes are governed by Local Government Code Chapter 143 and Local Civil Service Rules.

1. *Civil Service Exam, minimum score 70%*
2. *Physical Agility Test*
3. *Initial Interview, video recorded*
4. *Background Investigation*
5. *Polygraph Examination*
6. *Interview Board*
7. *Chief's Interview*
8. *Conditional Job Offer*
9. *Medical Examination and Drug Screen*
10. *Psychological Evaluation*

All testing is conducted by a professional designated by the City of Palestine and costs are paid by the City.

Failure of an applicant to meet standards at any step in the process will result in their removal from the eligibility list. Failure to maintain accurate contact information during the process may also result in removal.

Palestine Police Department

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Palestine Police Department



Mission

The mission of the Palestine Police Department, together with the community of Palestine, is to make our city a place where all people can live, work, and visit safely without fear. This mission is attained through sincere commitment to public service based upon high ethical and professional standards.

The Palestine Texas Police Department

The Department is staffed by 37 sworn personnel and 11 civilians. The majority of officers work the patrol division in one of four 8 hour shifts. Additional officers work Investigations, Drug Task Forces and other details as needs change.

The city's population is estimated at 18K but the service population, as the major commerce point in the county, reaches close to 40K. Palestine is a rural community surrounded by farms, ranches as well as public forests and lakes.

Major employers in the area include, Wal-Mart with two warehouses, the Texas Department of Criminal Justice five prison units, Palestine Regional Medical Center and Rehabilitation Hospital and our two school districts. The city also has a vibrant historical downtown, residential and commercial district. The city has more historical structures than any other Texas city except for Galveston.



Palestine PD 1908

Minimum Qualifications For Police Applicant

1. United States Citizen
2. Must be able to fluently speak, read and write the English language.
3. High School graduate. If not, and currently not certified by T.C.L.E.O.S.E., must have a GED and 12 hours of college credit with a minimum GPA of 2.0 or two years active military service with an Honorable Discharge.
4. Good moral character and reputation.
5. Stable employment and financial history.
6. An Honorable Discharge associated with any military service.
7. Applicant must be at least 21 years of age at the time of the written examination. There is an exception for an applicant who has reached their 18th birthday and has obtained 60 hours from an accredited college or has an Honorable Discharge having served at least two years active military service. A person who has reached their 45th birthday may not be certified for a beginning position with this Police Department.
8. Applicants must be certified or meet all legal requirements for future licensing and certification by T.C.L.E.O.S.E.
9. Free from disease or physical/mental defect that would prevent the individual from performing all of the essential duties of a peace officer.
10. Eyesight correctable to 20/30 acuity in each eye with appropriate color vision. Must possess normal hearing.
11. Possess a valid Texas Driver's License on the date of appointment and have a good driving record.
12. Criminal Record.
 - a. A person ever adjudged guilty of a Felony or Class A Misdemeanor is not eligible for licensing.
 - b. A person currently under indictment on any criminal charge is not eligible for licensing.
 - c. A person who has ever been on Court ordered probation or community service for a B misdemeanor or above is not eligible for licensing.
 - d. A person adjudged guilty of a B misdemeanor within the past 10 years is not eligible for licensing.
 - e. A person currently under court supervision for any offense other than a C misdemeanor is not eligible for licensing.
 - f. A person who has ever been adjudged guilty of a Family Violence offense is not eligible for licensing.



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