

**City of Palestine Police Department
Civil Service Ranges and Steps**

FY 2022-2023 Effective October 1, 2022

	Hourly Base					
	Step I	Step II	Step III	Step IV	Step V	
Cadet	\$ 21.53					Starting Salary \$44,782.40 Cadet
						Starting Salary \$54,350.40 PTL
Patrol Officer (PTL)	\$ 26.13	\$ 27.18	\$ 28.26	\$ 29.39	\$ 30.57	
Corporal (CPL)	\$ 31.49	\$ 32.43	\$ 33.40			
Sergeant (SGT)	\$ 34.41	\$ 35.44	\$ 36.50			
Lieutenant (LT)	\$ 37.60	\$ 38.72	\$ 39.88			
Captain/Asst. Chief	\$ 41.08	\$ 42.31	\$ 43.58			

Step increases occur as follows: (Service with the City or Date Upon Being Sworn In)

Cadet	21.53		Entry to completion of training, graduate academy, pass test 18 month Probationary Period if we send to academy (No Probationary Patrol STEP included any longer)
Patrol Officer			Lateral Entry Officers (one year probationary period)
	\$ 26.13	Base (Step I)	Entry as Officer through two years
	\$ 27.18	Step II	After two years through four years
	\$ 28.26	Step III	After four years through six years
	\$ 29.39	Step IV	After six years through eight years
	\$ 30.57	Step V	After eight years
Corporal			
	\$ 31.49	Base (Step I)	Entry as Corporal through two years
	\$ 32.43	Step II	After two years through four years as a Corporal
	\$ 33.40	Step III	After four years as a Corporal
Sergeant			
	\$ 34.41	Base (Step I)	Entry as Sergeant through two years
	\$ 35.44	Step II	After two years through four years as a Sergeant
	\$ 36.50	Step III	After four years through six years as a Sergeant
Lieutenant			
	\$ 37.60	Base (Step I)	Entry as Lieutenant through two years
	\$ 38.72	Step II	After two years through four years as a Lieutenant.
	\$ 39.88	Step III	After four through six years as a Lieutenant
Captain/Asst. Chief	\$ 41.08	42.31	43.58

Certification Pay	Patrol Officers	Dispatch
TCOLE Certification	No Basic Certification Pay (all employees hired before 10/1/2019 will still receive pay)	
Intermediate	\$150 per month	Intermediate \$75.00 per month
Advanced	\$250 per month	Advanced \$100.00 per month
Master	\$350 per month	Master \$200.00 per month
		Dispatch CTO \$100 per month
		Shift Allow. \$100.00 per month

Education	\$1.00 per three semester hours; minimum 30 hours; maximum \$40.00 per month
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Assignment Pay		
Shift Differential		\$100 per month (no shift diff while in FTO training, includes dispatch)
Criminal Investigation Unit		\$100 per month
Field Training Officer		\$100 per month (when training officer)
Field Training Coordinator		\$100 per month (when training)
Bilingual Pay		\$100 per month
Clothing Allowance		\$50.00 per month (CID, Admin)
Longevity Pay		\$6.00 per month per number of years of service
EMT Certification Pay	Basic	\$40 per month
	Intermediate	\$50 per month
	Paramedic	\$250 per month
Code Enforcement Cert.	Level I	\$100 per month
	Level II	\$150 per month

Twelve Hour shifts will be paid 1080 hours sick pay upon leaving, instead of 720 while on eight hour shifts)

If we send to academy, applicant will be placed on eighteen months probation, with period beginning date agreement is signed or beginning of academy)

