



# NOW HIRING

SERVE WITH PURPOSE

## \$67,000

AVG. 1-3 YEAR PATROL OFFICER SALARY IN 2023  
(\$58K base + paid training & overtime)



### BENEFITS

100% Medical Paid/ 65% Dependent Paid  
100% Dental Paid/ 10 % Dependent Paid  
12 Paid Holidays  
3 Personal Days per year  
2 Weeks Paid Vacation Per Year  
2.5 Weeks Paid Sick Leave Per Year

### FINANCIAL SECURITY

Certificate Pay  
Incentive Pay  
Annual Longevity Pay  
City Sponsored Life Insurance, 1x Annual Salary  
TMRS Retirement, 2:1 Match  
5-Year Vesting  
457 Investing Option  
Edward Jones Investing Option

### INCENTIVES

All Equipment Provided  
Yearly Uniform Allowance  
Take Home Vehicle  
Beards & Tattoos  
Fatigue Mitigation Breaks  
Health & Wellness Program  
Off-Duty Outside Employment Options  
Tuition Reimbursement  
80 hours paid training per year (minimum)

## Lateral Track

5+ years= +5% (base)  
10+ years= +10% (base)  
15+ years= +15% (base)

APPLY  
NOW

## Cadet Track

Paid sponsorship to  
CAPCOG LE Academy  
for BPOC

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## Military Track

Personal Coach to assist MPs  
in obtaining TCOLE Certification

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## Out of State Track

Personal Coach to assist  
out of state officers in obtaining  
TCOLE Certification

LEARN  
MORE

SCHEDULE  
RIDE-A-LONG

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