

**City of Palestine Police Department
Civil Service Ranges and Steps Effective October 1, 2016**

	MONTHLY BASE				
	STEP I	STEP II	STEP III	STEP IV	STEP V
CADET	17.37				
PROBATIONARY	18.62				
PATROL OFFICER	19.52	20.49	21.53	22.61	23.73
CORPORAL	22.80	23.95	25.14		
SERGEANT	24.69	25.93	27.23		
LIEUTENANT	28.48	29.91	31.40	32.97	
CAPTAIN/ASST. CHIEF	31.38	32.28	33.19	34.14	35.10

Step increases occur as follows: (Service to the City)

Cadet 17.37 (While attending the academy)

Probationary Step I (\$18.62 per hr.) Entry to Completion of training, Pass Test and through one year\
(Through one year if certified when hired; through 18 months if not)

Patrol Officer 19.52 Step I Completion of training through two years
20.49 Step II After two years through four years
21.53 Step III After four years through six years
22.61 Step IV After six years through eight years
23.73 Step V After eight years

Corporal 22.80 Step I Entry as Corporal from Patrol Officer Step I, II, or III
23.95 Step II After two years as a Corporal or entry from Patrol Step IV
25.14 Step III After two years as a Corporal Step II or entry from Patrol Step V

Sergeant 24.69 Step I Entry as Sergeant
25.93 Step II After two years through six years as a Sergeant
27.23 Step III After six years as a Sergeant

Lieutenant 28.48 Step I Entry as Lieutenant
29.91 Step II After two years through four years as a Lieutenant or entry from Sgt. Step III
31.40 Step III After two years as a Lieutenant Step II
32.97 Step IV After two years as a Lieutenant Step III

Captain (Asst. Chief) 31.38 32.28 33.19 34.14 35.10

Appointed by the Chief to appropriate pay within range and evaluated annually for increases.

Certification Pay

Patrol		Dispatch	
Basic	\$ 50.00 per month	Basic	\$50.00 per month
Intermediate	\$150.00 per month	Intermediate	\$75.00 per month
Advanced	\$250.00 per month	Advanced	\$100.00 per month
Master	\$350.00 per month	Master	\$200.00 per month
Shift Allowance	\$100.00 per month	Shift Allowance	\$100.00 per month
		Dispatch CTO	\$100.00 per month

Education \$1.00 per three semester hours; minimum 30 hours; maximum \$40.00 per month

Assignment Pay

Drug Investigation Unit	\$200.00 per month	Code Enforcement – Level I \$100.00 per month
		Code Enforcement – Level II \$150.00 per month
Criminal Investigation Unit	\$100.00 per month	EMT Certification – Basic \$40.00 per month
		EMT Certification – Intermediate \$50.00 per month
Field Training Officer	\$100.00 per month (when training officer)	EMT Certification – Paramedic \$250.00 per month
Field Training Coordinator	\$100.00 per month	

Shift Differential \$100.00 per month (no Shift Diff while in FTO training Officer or dispatch)

Bilingual Pay \$100.00 per month

CID Uniform Allowance \$50.00 per month (\$600 per year)

Animal Control On Call - \$100.00 per month
(\$50 per pay period)

Longevity Pay

\$6.00 per month per number of years of service

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

If a holiday occurs during a work week, all overtime is paid at the overtime rate.

Dispatch can only work on a 40 hour per week schedule (not 12 hrs/80 hr per two week) payperiod since they are not civil service employees

(This is mandated by Federal Law decision per Ron Stutes, City Attorney)

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

