



**SALARY SCALE**  
**TEXARKANA, TEXAS POLICE DEPARTMENT**  
**OCTOBER 3, 2016**

<b>FRINGE BENEFITS:</b>								
<b>LONGEVITY:</b>	<b>PAID AT THE RATE OF \$4.00 PER MONTH FOR EACH YEAR OF COMPLETED SERVICE.</b>							
	<b>MAXIMUM: \$100.00 MONTH (25 YEARS SERVICE)</b>							
<b>INCENTIVE PAY:</b>	<b>EDUCATIONAL: PAID AT THE RATE OF \$4.40 FOR EVERY THREE (3) COLLEGE HOURS WHICH ARE WITHIN THE CRIMINAL JUSTICE DEGREE PLAN. ** (see note below)</b>							
	<b>MINIMUM HOURS: 30 (\$44.00 MONTH)</b>							
			<b>AND</b>					
	<b>CERTIFICATE PAY</b>		<b>INTERMEDIATE</b>		<b>\$50.00 MONTH</b>			
			<b>ADVANCED</b>		<b>\$100.00 MONTH</b>			
			<b>MASTER</b>		<b>\$150.00 MONTH</b>			
<b>SHIFT DIFFERENTIAL PAY:</b>	<b>\$20.00 bi-weekly/Night Shift</b>							
	<b>\$12.00 bi-weekly/Swing Shift</b>							
<b>FIELD TRAINING OFFICER PAY:</b>	<b>\$150.00 PER MONTH PAID TO EACH FTO</b>							
<b>FIELD TRAINING COORDINATOR PAY:</b>	<b>\$150.00 PER MONTH PAID TO FTO COORDINATOR</b>							
<b>K-9 HANDLER ASSIGNMENT PAY:</b>	<b>1 HOUR FOR EACH DAY OFF (INCLUDES REGULAR DAYS OFF VACATION, HOLIDAYS, COMPTIME, ETC.) DURING EACH PAY PERIOD, PAID AT THE K-9 OFFICER'S OVERTIME RATE.</b>							
<b>**NOTE: THE CITY OF TEXARKANA, TEXAS ADOPTED SOME REVISIONS TO THEIR PERSONNEL POLICIES IN MARCH 2015. INCLUDED IN THESE REVISIONS IS THE DELETION OF EDUCATIONAL INCENTIVE PAY. EMPLOYEES WHO ARE ALREADY RECEIVING EDUCATIONAL INCENTIVE PAY FOR COLLEGE HOURS WILL CONTINUE TO DO SO; HOWEVER, ANYONE EMPLOYED ON OR AFTER MARCH 2015 WILL NOT RECEIVE EDUCATIONAL INCENTIVE PAY.</b>								
<b>EMPLOYEES WILL CONTINUE TO RECEIVE AND BE ELIGIBLE TO RECEIVE CERTIFICATION PAY.</b>								
<b>CLOTHING ALLOWANCE:</b>	<b>PLAINCLOTHES COMMISSIONED PERSONNEL RECEIVE \$1,000.00 ANNUALLY</b>							