



SALARIES, BENEFITS & CERTIFICATION PAY

The city of Wichita Falls strives to provide a competitive salary to its employees. Trainees are paid the Trainee salary to attend the 26 week Police Academy. Upon graduation from the Academy, trainees are raised to the Officer salary. Promotions to Sergeant, Lieutenant and Captain are based on Civil Service Testing. Officers are eligible to test after two years in each position.

SALARY RANGE

Base salaries quoted for 2015-2016

	Base Starting	Base Maximum
Police Trainee	\$41,084.43	
Police Officer	\$48,125.32	\$63,500.34
Police Sergeant	\$64,377.94	\$72,500.02
Police Lieutenant	\$74,044.45	\$81,751.06
Police Captain	\$88,959.36	\$96,292.47
Police Deputy Chief	\$96,960.60	\$104,953.27

CERTIFICATION PAY

Certification pay is available for Intermediate, Advanced, and Masters Certifications. These certifications are received from TCOLE upon meeting the required training and experience.

Intermediate Certification	\$80	Per Month
Advanced Certification	\$125	Per Month
Masters Certification	\$150	Per Month

LONGEVITY PAY

Longevity pay is obtained for each full year of service up to a maximum of \$3,240.00 a year after 15 years.

Vacations, Holidays and Sick Leave

Officers accrue 15 sick days a year. Officers may accrue unlimited sick days, and can be paid for 90 days upon separation from service. Officers also receive 9 Holidays a year, which includes two personal Holidays. Vacation is accrued as follows:

Years of service	Days per Year	Hours per Year
0-9	15	120
10-14	17	136
15+	20	160

Health and Dental Coverage

Health and Dental Coverage is offered through Bluecross/Blueshield of Texas, prescription coverage is available through Walgreens Health Initiatives. An on-site Clinic provides employees huge savings on Doctor's visits for minor health care. AFLAC supplemental policies are offered for employees, who want more coverage for just about any need, including: accident, cancer, long term and short term disability, life, hospital confinement and other coverages.

Retirement

Police Officers pay into the Texas Municipal Retirement System at a rate of 7%. TMRS was listed as one of the top two retirement systems in the United States for 2006. The City of Wichita Falls has 25 year retirement at any age. All retirement requirements and benefits are listed at TMRS.com.

Civil Service

After completion of the probationary period of one year, Officers have Civil Service Rights and Protection under Texas Local Government Code 143 and the City of Wichita Falls Civil Service Rules. After two years of service in each rank sworn personnel are eligible to test for promotion to the next higher rank. Promotions are based on Civil Service exam grades and seniority. The Wichita Falls Civil Service Commission is a three member board, of appointed citizens, that administers civil service rulings.

Credit Union

Employees of the City of Wichita Falls have their own credit union. The Wichita Falls Federal Credit Union is available to all employees and members of their immediate families. WFFCU is a full service banking facility.

Additional Benefits/Incentives

- **Individually Assigned Vehicles** - Officers who live inside the city limits are eligible for IAV's that may be driven on/off duty. IAV's are assigned based on seniority and availability.
- **Uniforms** – All uniforms and related duty equipment are provided, except duty handgun. Officers provide a semi-auto duty pistol of their choice (must meet department requirements).
- **12 Hour Patrol Shifts** – Day Shift is 6:00 A.M.-6:00 P.M. Night Shift is 6:00 P.M.-6:00 A.M. There are 2 Platoons per shift. Days off are Sun/Mon/Tues or Wed/Thurs/Fri with alternating Saturdays off. Patrol officers flex 4 hours per pay period for a total of 80 hours worked per pay period.
- **Specialized Units** – Various divisions throughout the department increase the officer's opportunities for professional development. These include:

Community Policing

Crash Investigation

CrimeStoppers

Criminal Investigation

DARE

Honor Guard

Motorcycle Unit

K-9 Unit

Narcotics/Organized Crime Unit

Scuba Team

SWAT

Training Unit