WE ARE HIRING!

COMMUNICATIONS OFFICER

BENEFITS

- Free basic Medical, Dental, and Vision insurance for employee
- Free basic Life insurance
- Long Term Disability (LTD)
- Affordable Medical, Dental and Vision benefits for eligible family members
- Flexible Spending Accounts
- 10 paid holidays per year
- Generous Paid Time Off (PTO) including 10 vacation days and 13 sick days per year accrued biweekly
- Paid Parental Leave

RETIREMENT

- **Harris County matches your investment at 225%**
- 7% of your salary is invested pre-tax in your retirement account
- Retirement Vesting after 8 years
- Eligible upon earning 75 points (age+years of service)

SALARY SCALE

CLASSIFICATION	SERVICE	HOURLY	ANNUAL
COMM. OFFICER I	0-23	$19.75	$41,080
COMM. OFFICER II	24-35	$21.31	$44,325
COMM. OFFICER III	36-71	$22.81	$47,445
COMM. OFFICER IV	72-95	$24.18	$50,294
COMM. OFFICER V	96-143	$25.39	$52,811
COMM. OFFICER SR.	144+	$25.88	$53,830

INCENTIVE PAY

TCOLE TELECOMMUNICATOR CERTIFICATION	ANNUAL
Intermediate	$600
Advanced	$1,200
Master	$1,800
EDUCATION	**ANNUAL**
Associate Degree	$1,320
Bachelor Degree	$3,180
Master/Doctorate	$4,500
OTHER	**ANNUAL**
911 Training Officer	$1,200
Training Officer	$1,800
Bilingual Pay	$1,800

REQUIREMENTS

- High School Diploma or G.E.D.
- A minimum of 6 months' work experience in emergency dispatch, call center, customer service, or a closely related field
- Must successfully complete Telecommunicator training and pass all testing required to obtain TCOLE certification within a year of employment
- At least 18 years of age (by start date)
- Eyesight must be correctable to 20/20, normal color, and peripheral vision
- Correctable normal audible range in both ears
- Must pass a thorough background investigation (criminal background check, fingerprinting, personal interview, etc.) as required by TCOLE
- Must pass a medical and psychological evaluation as required by TCOLE
- Demonstrated proficiency with computer and related software, i.e., Word/Excel, writing correspondence, reports, and processing documents. (In-person testing required)

For additional information contact
Harris County Sheriff's Office Recruitment Unit
(713) 877-5250

TO APPLY

SCAN THIS CODE

HARRIS COUNTY
HCSO
SHERIFF'S OFFICE

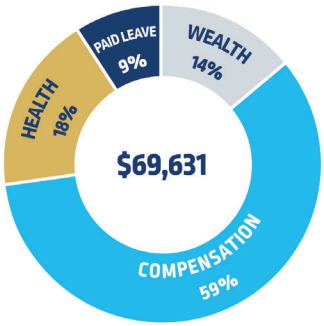
@HCSOTexas | Harris County Sheriff's Office | HCSOTexas | HCSOTexas | @HCSOTexas

HARRIS COUNTY HCSO SHERIFF'S OFFICE

TOTAL INCENTIVE PACKAGE

POSITION: COMMUNICATIONS OFFICER I

As an employee of the Harris County Sheriff's Office, you receive regular pay for the services you provide. The other part of your total compensation is the value of the benefits that Harris County makes available to you and, if applicable, your family. The value of these benefits is your "hidden paycheck". This personalized benefits statement describes your hidden paycheck and is intended to give you a summary and the value of the benefits you receive. If you have any questions about this statement, please contact (H.E.A.R.D.) Human Engagement and Resources Division (346) 286-1644.



COMPENSATION

$41,080

HOURLY RATE OF PAY	ANNUALIZED SALARY
$19.75	$41,080.00

HEALTH

$12,710

CONCEPT	YOUR CONTRIBUTION	YOUR EMPLOYER CONTRIBUTION
Medical / Dental / Vision - BASE Plan (Employee Only)	$0.00	$7,710.00
Basic Long-Term Disability	Optional	$5,000.00
Life Insurance	Optional	$30K Provided
Accidental Death & Dismemberment (AD&D)	Optional	$5K Provided
Employee Assistance Program (EAP)	$0.00	Provided

WEALTH

$9,995

Pension Plan (Employee: 7% | Employer: 15.75%)	$2,875.60	$6,470.10
Social Security (FICA & Medicare - 7.38% of Total Compensation)		$3,031.70
Worker's Compensation (1% of Total Compensation)		$410.80
Unemployment Insurance (.2% of Total Compensation)		$82.16

PAID LEAVE

$5,846

Vacation (10 days per year for 1st 5 years)		$1,580.00
Sick Leave (13 days per year)		$2,054.00
Floating Holiday per year (1 day per year)		$158.00
Holidays per year (10 days per year)		$1,580.00
Bereavement / Funeral Leave (3 days per year)		$474.00

OTHER BENEFITS

$0

Flexible Spending Accounts (FSAs)-pretax benefit	Optional	

TOTAL

TOTAL VALUE OF EMPLOYER-PROVIDED BENEFITS		$28,550.76
TOTAL COMPENSATION AND BENEFITS (Annual Salary/Wages + Employer-Provided Benefits)		$69,630.76