

WE ARE HIRING!

ENTRY LEVEL DEPUTY

REQUIREMENTS

- Must currently hold an active TCOLE Peace Officer license or actively enrolled in a Basic Peace Officer Course (BPOC); if enrolled in a BPOC, must successfully pass TCOLE test before start date
- Must successfully pass the HCSO Physical Abilities Test (PAT)
- Must meet HCSO Firearms qualification standard
- Must pass a thorough background investigation (criminal background check, fingerprinting, personal interview, etc.) as required by TCOLE
- Must pass a physical and psychological evaluation as required by TCOLE
- Valid driver's license and liability insurance (Texas by start date)
- Eyesight must be correctable to 20/20, normal color, and peripheral vision
- Correctable normal audible range in both ears
- A two (2) year minimum commitment to Patrol before being eligible to transfer to other Bureaus
- Must be a U.S. citizen

For additional information contact
Harris County Sheriff's Office
Recruitment Unit

(713) 877-5250



TO APPLY
SCAN
THIS CODE

www.harriscountysoc.org | www.hcsjobs.com



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

A LOOK AT THE TOTAL INCENTIVE PACKAGE

ENTRY LEVEL DEPUTY

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 added value of the benefits that Harris County makes available to you and, if applicable, your family.

BENEFITS & COMPENSATION

HEALTH

- Free basic Medical, Dental, and Vision insurance for employee
- Free basic Life insurance
- Free basic Long Term Disability (LTD)
- Affordable Medical, Dental, and Vision benefits for eligible family members
- Flexible Spending Accounts
- Generous Paid Time Off (PTO) including 10 vacation days and 13 sick days per year accrued biweekly
- Optional Accidental Death & Dismemberment (AD&D)
- Employee Assistance Program (EAP)

PAID LEAVE

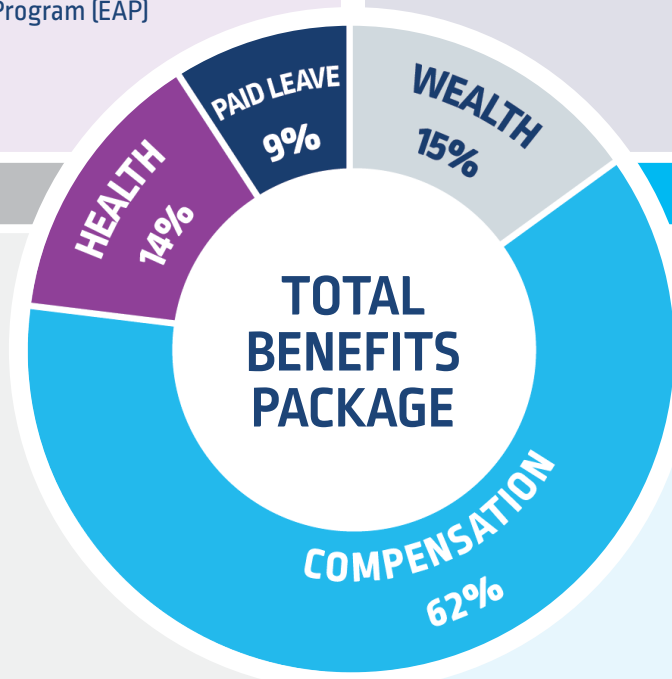
- **Vacation**
10 days per year for first 5 years
- **Sick Leave**
13 days per year
- **Floating Holiday**
1 day per year
- **Holidays**
11 paid holidays per year
- **Bereavement / Funeral Leave**
3 days per occurrence
- **Paid Parental Leave**
12 weeks = 480 hours

WEALTH

- **Pension Plan:**
(Employee: 7%)*
- **Social Security:**
(FICA & Medicare - 7.38% of Total Compensation)
- **Worker's Compensation:**
(1% of Total Compensation)
- **Unemployment Insurance:**
(.2% of Total Compensation)

COMPENSATION

- STARTING ANNUAL SALARY
\$59,238.40
- INCENTIVE PAY
- **TCOLE Certification:** (Intermediate, Advanced, Master)
- **Education:** (Associate Degree, Bachelor Degree, Master/Doctorate)
- **Bilingual Pay**
- **Prior full-time (non-reserve) LE experience pay** of up to 14 years



* 7% of your salary is invested pre-tax in your retirement account

RETIREMENT

- **Harris County matches your investment at 225%**
- Retirement Vesting after 8 years
- Eligible upon earning 75 points (age+years of service)