

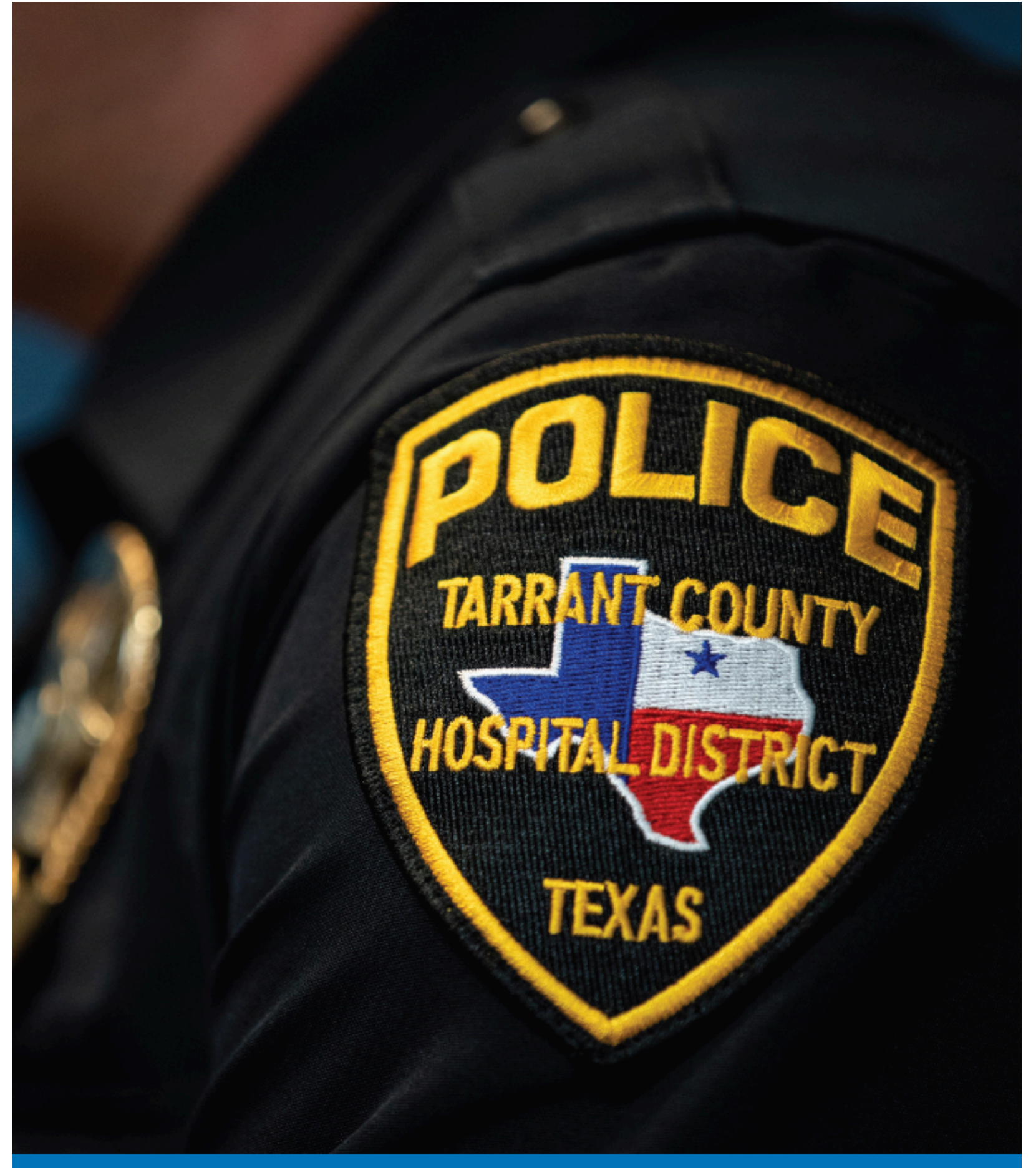
# Tarrant County Hospital District Police Department

## Why you should join:

- Pay scale based on years of TCOLE certification (top pay reached at 10 years)
- 12 hour shifts, 14 work days per month, every other weekend off
- Shift differential pay and weekend pay (stackable)
- TCOLE certification pay
- Education pay
- Competitive benefits package
- Uniform and all equipment provided
- Campus policing environment



**JPS Health Network**  
Fort Worth, Texas



**2024 Police Step Plan  
Effective 2/5/2024**



		Steps/Years of Experience										
		<1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10+
Grade	JPS Job Title	A	B	C	D	E	F	G	H	I	J	K
POS1	POLICE COM OFFICER	\$22.46	\$23.40	\$24.37	\$25.39	\$26.41	\$27.46	\$28.56	\$29.70	\$30.89	\$32.13	\$34.12
POS2	POLICE OFFICER	\$25.75	\$26.50	\$27.60	\$28.75	\$29.90	\$31.10	\$32.34	\$33.63	\$34.98	\$36.38	\$41.50
POS3	SUPV POLICE COMMUNICATIONS	\$30.33	\$31.59	\$32.91	\$34.28	\$35.65	\$37.08	\$38.56	\$40.10	\$41.71	\$43.38	\$46.07
POS4	POLICE SERGEANT	\$38.76	\$40.38	\$42.06	\$43.81	\$45.12	\$46.48	\$47.87	\$49.31	\$50.79	\$52.31	\$53.88
POS5	POLICE LIEUTENANT	\$43.93	\$45.76	\$47.66	\$49.65	\$51.14	\$52.67	\$54.25	\$55.88	\$57.56	\$59.28	\$61.06

- The total number of years of experience as determined by TCOLE or other approved regulatory agencies is the primary factor in determining step placement. For example, a Police Officer with 5 years of total experience as indicated on TCOLE will be placed in POS2, Step F.
- Steps will remain the same for promotions. For example, a Police Sergeant in POS4, step F if promoted within the department does not drop down to Step A in POS5 Police Lieutenant pay, they will remain on their current step F but placed in the higher ranking grade POS5.
- Steps will remain the same for demotions. For example, a Police Sergeant in Step F, POS4 if demoted will move into the Police Officer grade POS2 but remain in Step F.
- All step movements are made in the pay period in which January 1<sup>st</sup> falls. Steps are given annually based on budget approval.
- Annual merit increases will no longer be applied while on the step plan.
- Applicable shift differentials will still be applied as appropriate.
- TCOLE and Education incentives will still be applied as appropriate:

Education Level	Per Pay Period Incentive
Associate	\$23.08
Bachelor	\$46.15
Master	\$69.23
Doctorate	\$92.31

TCOLE Level	Per Pay Period Incentive
Basic	\$0.00
Intermediate	\$23.08
Advanced	\$46.15
Master	\$69.23

**Apply at the link  
below:  
JPS Careers -  
Police Officer**