



# Abilene Police Department

## NOW HIRING POLICE CADETS

**ACADEMY START DATE: NOVEMBER 2023**

**APPLY ONLINE AT [WWW.ABILENEPOLICE.ORG](http://WWW.ABILENEPOLICE.ORG)**

### APPLICATIONS

The Abilene Police Department will begin accepting applications for Police Cadets in March 2023, with a projected academy start date of November 2023. Once the job has posted, applications may be submitted electronically via: [www.abilenepolice.org](http://www.abilenepolice.org) or <https://us61e2.dayforcehcm.com/CandidatePortal/en-US/cityofabilene>.

### TRAINING & STARTING PAY

Persons selected for appointment undergo 29 weeks of intensive police training at the Abilene Police Academy. The Abilene Police Academy is recognized statewide as a professional, progressive academy. Expert instructors from diverse disciplines provide course instruction on law enforcement-related topics. Though academic standards are high, the Abilene Police Department is consistently ranked among the highest in the state for licensing examination success.

Starting pay while attending the Abilene Police Academy is \$59,993. The applicant's salary is reclassified to \$65,703 upon successful completion of all training.

### BENEFITS

#### General Benefit Information:

- Retirement: The City of Abilene has mandatory participation in the Texas Municipal Retirement System (TMRS) and matches employee contribution of 7% to TMRS at a rate of 2:1. Optional 457(b) deferred compensation plans are also available through Nationwide Retirement Solutions.
- Work Schedule: Depending on assignment, employees may work eight or ten hour shifts and may be off two or three days per week.
- Paid leave: 15 sick days, 15 vacation days and 12 holidays per year.
- Insurance: Health, Life, Dental and Vision insurance available.
- Clinic: The City of Abilene Clinic for Health (COACH) is our in-house clinic that sees employees and family members from ages five and up at no cost if you and your dependents are covered by the City's health insurance plan.

### QUALIFICATIONS

An applicant must meet the following minimum standards by the date of hire unless a different date is indicated:

- U.S. Citizen
- Be at least twenty-one years of age by the date of commission or not more than forty-five years of age by the date of hire - **OR** -
- Be at least eighteen years of age, **AND**:
  - Have an associates degree or sixty semester hours of credit from an accredited college or university - **OR** -
  - Have received an honorable discharge from the armed forces of the United States with at least two years of active service.
- Has graduated from high school or completed the general educational development (GED) test
- Successfully pass a Civil Service Exam
- Has the ability to fluently read, write, and speak the English language
- Excellent health and physical condition
- Possess a valid Texas driver's license without restrictions other than eyeglass restrictions (Code A)
- Is not addicted to narcotics and does not indulge in excessive use of intoxicants
- Has never been convicted of a Class A misdemeanor or any felony at any time
- Is not under indictment for any criminal offense
- Has never executed at any time a confession to a felony offense, such confession being admissible as evidence against the person in any criminal proceeding in any state or federal court
- Has not been convicted of family violence
- Has not been convicted or been on court-ordered community supervision for any Class B misdemeanor within the last ten years
- Has not been discharged from military service under less than honorable conditions

**STEP AND GRADE SALARY SCHEDULE**

**POLICE OFFICER PERSONNEL**

Effective Date: October 1, 2022

	CADET	PTO COM- PLETION	2 YEARS	3 YEARS	4 YEARS	5 YEARS	8 YEARS
Hourly	28.8430	31.5884	33.1038	34.2107	34.8628	36.8107	42.1910
Bi-weekly	2,307.44	2,527.07	2,648.30	2,736.86	2,789.02	2,944.86	3,375.28
Annually	59,993.4816	65,703.8819	68,855.8590	71,158.1620	72,514.7085	76,566.2716	87,757.2456
	SGT. I	SGT. II	LT. I	LT. II	ASST. CHIEF	CHIEF	
Hourly	43.6721	49.2400	51.1553	57.2710	Set by Admin	Set by Admin	
Bi-weekly	3,493.77	3,939.20	4,092.42	4,581.68			
Annual	90,837.9561	102,419.1665	106,403.0535	119,123.7004			
				Pay Code	Monthly	Bi-weekly	Hourly
Intermediate Certification				1501	\$60.00	\$27.70	
Advanced Certification				1502	\$120.00	\$55.40	
Masters Certification				1503	\$200	\$92.32	
EDUCATION (received after sworn-in)							
Approved Associate Degree (or 65 college hours)				1410	\$85.00	\$39.23	
Bachelor's Degree				1411	\$150.00	\$69.23	
Master's Degree				1412	\$200.00	\$92.31	
ASSIGNMENT PAY							
Bilingual Pay				1500	\$100.00	\$46.16	
Police Training Officer				1526			\$3.00
Special Duty Pay				1525	\$100.00	\$46.16	
Longevity Pay *For one (1) through nine (9) years of service *\$4.00 per month per year of service through nine (9) years **Beginning in service year ten (10) **\$8.00 per month per year of service through thirty (30) years							

**ABILENE POLICE CONTACTS**

Abilene Police Department non-emergency ..... (325) 673-8331  
 Training Academy ..... (325) 676-6539  
 Recruiter ..... (325) 676-6608

