

**LEADERS IN LAW ENFORCEMENT**

**LEADERS IN OUR COMMUNITY**

**WORK FOR WACO**



## **WHO ARE WE?**

The city of Waco, Texas is a vibrant, community oriented, rapidly growing city in the heart of Central Texas. With many amenities, easy access to outdoor recreation and affordable housing on police officer wages, Waco is the place to be for those officers looking to get more out of their careers.

The Waco Police Department is comprised of 267 sworn professional police officers who are dedicated to our mission statement – Committed to Our Community. The Waco Police Department enjoys a strong working relationship with OUR community. Come work for a diverse agency and diverse city that appreciates their officers.

## **ALREADY AN OFFICER?**

The Waco Police Department offers a Fast Track process for TCOLE certified officers from within Texas as well as out-of-state laterals. If an officer qualifies for the Fast Track process we start those officers at a higher pay scale based on their experience.



# WHAT DO WE PAY?

## Police officer (Grade 1)

<b>Recruit</b>	<b>22.9770</b>
<b>Year 1</b>	<b>28.8730</b>
<b>Year 2</b>	<b>29.5949</b>
<b>Year 3</b>	<b>30.3348</b>
<b>Year 4</b>	<b>31.8514</b>
<b>Year 5</b>	<b>34.5866</b>
<b>Year 6</b>	<b>35.2785</b>
<b>Year 8</b>	<b>35.4549</b>
<b>Year 10</b>	<b>35.6313</b>
<b>Year 12</b>	<b>36.7358</b>

## Additional Pay:

- Intermediate Certification or Associate Degree - \$100 monthly
- Advance Certification or Bachelors Degree - \$150 monthly  
(College degree must be in a job-related field)
- Master Peace Officer Certification - \$200 monthly
- Shift Differential Pay: Officer who work a shift in which more than 50% of their assigned shift is worked after 6 p.m. and before 6 a.m. are eligible for differential pay.
- Longevity Pay: Each full-time employee receives four (4) dollars per month for each year of service not to exceed 25 years.
- Bilingual Pay: Can you speak Spanish? Can you demonstrate the required level of proficiency in translating Spanish to English and English into Spanish? We'll give you \$75 a month if so.
- Numerous opportunities for overtime

Check us out online for more information regarding our outstanding pay and benefits. <https://www.waco-texas.com/Police/police-employment-salary.asp#gsc.tab=0>

## TRAINING

The Waco Police Department has a full-time training unit which provides in house training on an annual basis. The Waco Police Department has a well-appointed, advanced firearms range off site as well as a 9,000 square foot training floor within our police station. The in-house training floor is equipped with simunition training aids and modular walls in order to train officers in a wide array of controlled scenarios officers will experience on the streets.

Furthermore, the individual Waco Police officer is easily able to access training through an online portal with OSS Academy at no cost to the officer.

## **CAREER OPORTUNITIES**

Thanks to our size, which is increasing regularly, the Waco Police Department offers our officers the opportunity to enrich their careers by way of numerous specialty positions and specialty units. Many of these positions can be tested for once an officer has two years on patrol after their probation period ends.

## **WHY WAIT**

Why keep working a job where you derive no satisfaction? Why keep working for an agency that pays less and doesn't offer as much as Waco Police? Take that step and become a professional in Policing. Make a difference in your community while partnering with our fine citizens.



Apply today!

<https://www.waco-texas.com/police/police-employment.asp#gsc.tab=0>