

The ***TEXARKANA ARKANSAS POLICE DEPARTMENT*** is seeking those select few who possess integrity, dedication, honesty, courage, excellent communication skills, moral character, sound judgement and a solid work ethic. If ***You*** fit this description, and are looking for an interesting career with potential for advancement and many career options, please call the Personnel and Training Section of the Texarkana Arkansas Police Department – an Equal Opportunity Employer.

## **Qualifications**

- **Thirty (30)** semester hours from an accredited college or university with a “C” average or better
- Twenty-one (21) years of age
- United States citizen
- Possess a valid driver’s license
- Stable employment and personal history
- Employees are prohibited from using tobacco products
- Meet all minimum requirements for certification as a Law Enforcement Officer in the State of Arkansas

## **Steps in the Hiring Process**

Every applicant must successfully complete the following:

1. Initial Application
2. Civil Service Examination for Police Officers
3. Physical Agility Test (mile run, sit-ups, bench press, leg press, sit and reach)
4. Oral Interview Board
5. Background Investigation
6. Medical Examination
7. Drug Screen
8. Polygraph Examination
9. Psychological Evaluation

## Training

All probationary police officers, who do not hold a Law Enforcement Officer Certification at the time of employment, will be required to attend the Arkansas Law Enforcement Training Academy for basic police training. The police academy is twelve (12) weeks in length and is located in East Camden, Arkansas. Some of the areas of instruction provided in the basic police academy include:

- Criminal and Traffic Law
- Firearms Training
- Defensive Tactics
- Police Vehicle Operations
- Patrol Procedures and Tactics
- Investigative Techniques
- First Aid

Upon graduation from the basic police academy, you will be assigned to a Field Training Officer. During this fourteen (14) week period, you will apply the knowledge you acquired in the academy to the real-life conditions present in uniform patrol duty. You will receive additional personal training and be evaluated on a daily basis by your training officer. The purpose of this intensive training is to prepare you for an exciting and fulfilling career with the Texarkana Arkansas Police Department.

## Career Options

Upon completion of field training, probationary period, and the required length of service as a Uniformed Patrol Officer, you would be eligible to apply for a specialized position with the agency. Some of those positions are listed below:

- Criminal Investigation
- Narcotics Task Force
- Gang Unit
- Crime Scene/Crime Lab
- K-9
- Field Training Officer
- Traffic Enforcement
- Accident Reconstruction Investigation
- Bicycle Patrol Unit
- Community Oriented Policing Unit
- **Special Weapons and Tactical Team**
- Special Operations Unit
- Personnel and Training
- Public Information Officer/Public Affairs

## Salaries

**CITY OF TEXARKANA, ARKANSAS  
POLICE PAY SCALE  
EFFECTIVE FEBRUARY 1, 2006**

|                           | ANNUAL<br>BASE | ANNUAL<br>HOLIDAY | HOURLY | BI-WEEKLY<br>BASE | BI-WEEKLY<br>HOLIDAY |
|---------------------------|----------------|-------------------|--------|-------------------|----------------------|
| PATROL OFFICER - ENTRY    | 31,678.40      | 1339.19           | 15.23  | 1,218.40          | 51.51                |
| PATROL OFFICER - 1 YEAR   | 34,590.40      | 1462.60           | 16.63  | 1,330.40          | 56.25                |
| PATROL OFFICER - 2 YEARS  | 35,526.40      | 1503.75           | 17.08  | 1,366.40          | 57.84                |
| PATROL OFFICER - 3 YEARS  | 37,481.60      | 1586.05           | 18.02  | 1,441.60          | 61.00                |
| PATROL OFFICER - 5 YEARS  | 39,416.00      | 1668.30           | 18.95  | 1,516.00          | 64.17                |
| PATROL OFFICER - 10 YEARS | 41,371.20      | 1750.61           | 19.89  | 1,591.20          | 67.33                |
|                           |                |                   |        |                   |                      |
| SERGEANT - ENTRY          | 43,056.00      | 1820.62           | 20.70  | 1,656.00          | 70.02                |
| SERGEANT - 1 YEAR         | 44,054.40      | 1863.78           | 21.18  | 1,694.40          | 71.68                |
| SERGEANT - 3 YEARS        | 44,803.20      | 1896.13           | 21.54  | 1,723.20          | 72.93                |
| SERGEANT - 5 YEARS        | 45,572.80      | 1928.58           | 21.91  | 1,752.80          | 74.18                |
|                           |                |                   |        |                   |                      |
| LIEUTENANT - ENTRY        | 47,424.00      | 2005.67           | 22.80  | 1,824.00          | 77.14                |
| LIEUTENANT - 1 YEAR       | 48,505.60      | 2052.71           | 23.32  | 1,865.60          | 78.95                |
| LIEUTENANT - 3 YEARS      | 49,358.40      | 2087.98           | 23.73  | 1,898.40          | 80.31                |
| LIEUTENANT - 5 YEARS      | 50,190.40      | 2123.29           | 24.13  | 1,930.40          | 81.66                |
|                           |                |                   |        |                   |                      |
| CAPTAIN - ENTRY           | 52,187.20      | 2208.15           | 25.09  | 2,007.20          | 84.93                |
| CAPTAIN - 1 YEAR          | 53,414.40      | 2259.62           | 25.68  | 2,054.40          | 86.91                |
| CAPTAIN - 3 YEARS         | 54,329.60      | 2298.03           | 26.12  | 2,089.60          | 88.39                |
| CAPTAIN - 5 YEARS         | 55,224.00      | 2336.49           | 26.55  | 2,124.00          | 89.86                |

### Additional Pay

**Longevity Pay:** Officers are eligible after two (2) years of service. Longevity pay ranges from \$144 to \$1875 annually and is based upon length of service.

**Educational Incentive Pay:** Officers with a minimum of thirty (30) hours of college credit with a grade of "C" or better are eligible to receive \$1.00 per month for each college credit hour. The maximum educational incentive pay is \$128.00 per month. Educational incentive pay is in addition to the officer's regular base salary. To become eligible for educational incentive pay, an officer must have completed his or her first year of service.

**Certificate Pay:** Texarkana Arkansas Police Officers are paid an additional \$20.00 per month for law enforcement certificates. An officer may obtain the following certificates: Basic, General, Intermediate, Advanced, Senior, and Instructor. These certificates are awarded by the Arkansas Commission on Law Enforcement Standards and Training, which is based on the officer's experience, training, and educational level.

## **Benefits**

**Health Insurance:** The City pays 100% of the employee's health, dental, and vision insurance. Dependant coverage is available, but is paid for by the employee. The City also provides a \$10,000 life insurance policy with a double indemnity clause.

**Retirement:** Texarkana Arkansas Police Officers participate in the Local Police & Fire Retirement System (LOPFI) and do not pay into social security. Employee contribution to LOPFI is 6%. You may also participate in optional supplemental plans. Retirement under LOPFI is currently at age 55 with at least twenty (20) years of service, at age 60 with at least ten (10) years of service or at any age with at least twenty-eight (28) years of service.

**Paid Vacation:** Officers accrue vacation at the following rates:

|                           |                      |
|---------------------------|----------------------|
| 1-5 years of service      | 15 days per year     |
| After 5 years of service  | 16 ¼ days per year   |
| After 10 years of service | 17 7/8 days per year |
| After 15 years of service | 19 ½ days per year   |

**Sick Leave:** Officers accrue 20 days of paid sick leave per year.

**Worker's Compensation:** Officers are covered by the City of Texarkana Arkansas Worker's Compensation Policy if they are injured in the line of duty.

**Equipment:** Uniforms, equipment, and weapons are provided by the Texarkana Arkansas Police Department.

**For an exciting and rewarding career, or additional information, please contact:**

**Texarkana Arkansas Police Department**  
**Personnel & Training Section**  
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