

City of Galveston, Texas

Police Department Recruitment Process

The process of becoming a Police Officer includes, but is not limited to the following:

- Registration with the City of Galveston Personnel Office
- Written examination (preparation test booklet available)
- Personal history statement
- Initial interview
- Background and reference check
- Polygraph
- Work sample test (physical agility)
- Drug test
- Psychological evaluation
- Interview by Police Chief
- Final selection
- Medical Evaluation
- Academy four (4) weeks for Certified Personnel
- Academy eight hundred twenty (820) hours basic peace officer

The City reserves the right to add, omit, or otherwise change the process as needed.

Note Documents Needed

Copies of certain documents will be needed from each applicant in order to continue through the process. It would be wise to start gathering and making copies of each of the following, if applicable:

- Birth Certificate
- High School Diploma or GED
- Valid Driver's License
- Military Discharge Papers (DD-214, if applicable)
- Marriage License
- Divorce Papers
- Credit Information (credit report)
- Basic Certificate
- Peace Officer License or proof of passing examination
- Any certificates and degrees

The minimum requirements to be a Police Officer are as follows:

- Ability to obtain a valid Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE) License.
- Applicants must be 21 years of age by swear in date.
- A person must not have reached their 45th birthday by date of hire.
- High School Graduate or GED or 12 College Credit Hours
- U. S. Citizen
- Valid Texas Driver's License
- Good physical condition
- No felony convictions (TCLEOSE guidelines will be adhered to in regards to misdemeanor convictions.)
- Never been convicted of a family violence offense.
- After employment, employees are required to reside within a two hour response time to the City of Galveston, excluding Bolivar Peninsula.
- Vision must be without correction, at least 20/40 in one eye and 20/100 in the other; corrected, vision must be at least 20/20 in one eye and 20/40 in the other.
- Other additional requirements as necessary.

The City reserves the right to add, omit, or otherwise change the requirements as needed.

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Salary and Fringe Benefits for Police Officers

Salary/ Promotions

Cadet: \$30,000 until sworn

Probationary Police Officer: \$43,126
(certified – depending on experience)

Police Officer \$43,126 to \$58,880

Promotions in the Galveston Police Department are through a competitive process.

Employee Benefits

- **Insurance** - the City of Galveston pays full premium for health, dental, and life. Dependent coverage and other insurance is available at the employee's expense.
- **Sick leave** is accrued at a rate of one and one-fourth (1-1/4) days per month for a total of 15 sick days per year.
- **Paid vacation** -

0 - 4 years of service	10 days
5 -14 years of service	15 days
Greater than 14 years	20 days
- **Holidays** - There are ten (10) paid holidays a year, which are added to vacation.
- **Injury Leave** - Police Officers injured in the line of duty receive full pay for up to one (1) year.
- **Longevity pay** is paid at the rate of \$4.50 per month for each completed year of service.
- **Pension** - currently ten percent (12%) of salary is deducted from each Police Officer's paycheck and the City contributes an additional amount of at least 11% of salary. This is in addition to the employee and City's participation in Social Security.
- **Education Pay** - Police Officers holding an intermediate Certificate, Advanced Certificate, or Masters Certificate shall receive between \$100-\$208 per month additional salary and , or a Bachelor of Arts or Science Degree - \$200 per month and Masters Degree - \$250 per month.
- **Uniform reimbursement** - all uniforms and equipment are provided to new Police Officers initially, thereafter officers receive \$1000 annual equipment allowance.
- **Shift differential** is paid for police officers on evenings of \$83 per month and nights of \$167 per month.
- **Credit Union** facilities and services are readily available and conveniently located at 2302 Church, Galveston, TX.
- **Deferred compensation** is available through payroll deduction.
- **Military leave** with pay will be granted for up to 15 days per year.
- **Bilingual Pay** is paid \$75 per month.