

PAY TABLE "A"
IMPERIAL CITY - WRA
FY 2017 – FY 2018

BASE PAY AMOUNTS

Classified Ranks¹	Annual Base Pay FY 2014-15 +2.5%	Annual Base Pay FY 2015-2016 +3.5%
Cadets²	n/a	n/a
Police Officer³ (probationary)	\$34,797.52	\$36,015.43
Police Officer I⁴	\$41,865.77	\$43,331.07
Police Officer II⁵	\$43,496.90	\$45,019.29
Police Officer III⁶	\$45,128.03	\$46,707.51
Sergeant	\$53,089.44	\$54,947.58
Commander	\$61,845.84	\$64,010.44
Deputy Chief	\$70,482.93	\$72,949.83
Assistant Chief⁷	Management Discretion	Management Discretion

1. For reference purposes only. The use of this chart is not intended to, nor shall it be interpreted as, a derogation of the CITY's exclusive authority and management right to determine the number of budgeted positions to be allocated to each identified rank within the police department.
2. Cadets do not qualify as members of the bargaining group and are mentioned for reference purposes only.

3. The one year probationary period shall begin on the day that an employee achieves a status as a TCLEOSE certified, full-time law enforcement officer, as opposed to the date of hire as an employee.
4. PO-I shall encompass from the end of the probationary period through the completion of the five (5) years of service.
5. PO-II shall encompass from the day after the completion of five (5) years of service through the completion of the ten (10) years of service.
6. PO-III shall encompass from the day after the completion of ten (10) years of service at this rank.
7. Pay for the position of Assistant Chief shall be management discretion, but in no event less than 110% of that for rank of Deputy Chief.

ADDITIONAL PAY PROVISIONS

In addition to the base pays set forth above, members of the bargaining unit shall receive the pays set forth below, on a pro-rata basis, if the law enforcement officer qualifies for such additional pays.

STATUTORY LONGEVITY AND STABILITY PAYS

CHAPTER 142, TLGC LONGEVITY PAY

Statutory longevity obligations under Chapter 142, TLGC are hereby deemed satisfied under the pays established in the stability pay table set forth below.

STABILITY PAY TABLE:

Years of Service	Annual Amount
1	\$0.00
2	\$500.00
3	\$1,000.00
4	\$1,200.00
5	\$1400.00

Application Guidelines for Base Pay and Stability Table. Seniority pays shall apply to years of service in the Police Department, provided, however, that police officers hired with full years of service as a sworn, certified, full time paid police officer in another bonafide law enforcement agency shall be entitled to base and seniority pay for those years of service on a 1:1 basis, with a cap of five years, and further provided that the base and stability pay does not trigger unless and until the police officer completes his/her one year probationary period with the Harlingen Police Department. In addition, this pay does not trigger unless the applicant obtains and holds an active TCOLE license prior to date of hire.

CERTIFICATION PAYS – (pay for holding the following certificates)

Level	Annual Amount
Basic	-0-
Intermediate	\$1,200
Advanced	\$2,400
Master	\$3,600

The foregoing Certification Pays are for law enforcement personnel who hold the stated certificate. Pays are for highest level held, and are not cumulative. Also, pays are stated in annual amounts, and will be paid in pro-rata amounts throughout yearly pay periods established by the City.

ASSIGNMENT PAYS – (pay for assignment to and performance of specified assignments identified below)(amounts shown are annual)

Assignments	PER FY
SWAT	\$1,200.00
K-9	\$1,200.00
Detective	\$1,200.00
SIU	\$1,200.00
FTO's	\$1,200.00

The foregoing Assignment Pays are for law enforcement personnel who hold the stated assignment. Pays are stated in annual amounts, and will be paid in pro-rata amounts throughout yearly pay periods established by the City.

NIGHT SHIFT DIFFERENTIAL PAY

Officers assigned and actually working the shifts beginning at 10 pm and 11 pm (C Shift) will earn an additional \$0.50 per hour for such work during that shift.

END OF PAY TABLE