



Northlake Police Department

Salary & Benefits

Summary 2020

Position	Starting
Officer	\$56,160

Certificate Pay (monthly)	Education Pay (annually)	FTO Pay	Lateral Entry
Intermediate \$100 Advanced \$200 Master \$300	Associate Degree - \$750 Bachelor Degree - \$1000 Master or Higher - \$1250 Paid first pay period in December	\$1 per hour added for each hour of training	Officers with experience may qualify for lateral entry.

Overtime Compensation: Overtime pay for non-exempt employees (Officer – Sergeant) is administered in compliance with state and federal laws and regulations. Overtime pay consists of one and one half times your hourly rate of pay for all hours worked beyond the 80th hour in any given work week. Overtime must be pre-approved by your immediate supervisor.

Tuition Assistance: College tuition, registration fees and student fees are eligible reimbursement items. Qualifying students may receive up to \$5000.00 per fiscal year for each year enrolled in an institute of higher education.

Health Insurance: The Town of Northlake pays 100% of the employee group health coverage and 50% of elected dependent premiums.

Retirement: The Town of Northlake participates in the Texas Municipal Retirement System (TMRS) and has elected the 20 year retirement plan at the maximum contribution rate of 7% ; 2 to 1 match.

Leave: The Town of Northlake offers vacation, sick, and holiday pay as part of its benefit package.

Uniforms & Equipment: The Northlake Police Department provides each new officer with uniforms, leather gear, rain gear and a handgun.

Lateral Transfer: The Northlake Police Department will offer lateral transfer pay to Officers who have 5 or more years of municipal policing experience.

Be a part of a team that focuses on **Respect, Integrity, Service, & Excellence.**



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Qualifications

- Must be at least 21 years of age
- Must be a U.S. Citizen
- Must have a high school diploma, GED equivalency certificate or have 12 hours of credit from an accredited College or University
- If you served in the military, must have an honorable discharge
- Must have registered with Selective Service
- Must be able to read, write, and speak English in a manner that is understandable to others
- Must be willing to work any shift
- Must be willing to respond to duty outside of normal shift
- Must meet grooming and dress code requirements
- Must be able to visually perceive and identify the colors of red, blue, yellow, green and brown
- Pass written exam with at least the minimum score
- Pass oral interview board review
- Pass extensive background investigation
- Pass a psychological exam provided by the department
- Pass physical exam
- Pass medical exam provided by the department
- Pass interview with the Chief of Police
- Be of good moral character



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Disqualifiers

Driving Record

- Must not have been convicted, of more than three (3) moving traffic violations during the past twenty-four (24) months or five (5) moving traffic violations during the last thirty-six (36) months.
- Must not have been at fault in more than two (2) motor vehicle accidents in the past twenty-four (24) months.
- Must not have been convicted of 'DWI/DUI' within the past ten (10) years.
- Must not have been convicted of 'DWI/DUI' more than once.
- Must not have been convicted, or admits guilt, of 'DWLS/DWLI' within the past ten (10) years. (Class B Misdemeanor Only)
- Must not have been convicted of 'DWLS/DWLI' more than once.
- Must not have been convicted of 'FAILURE TO SHOW PROOF OF FINANCIAL RESPONSIBILITY' within the past two (2) years.
- Must not have been convicted of 'FAILURE TO SHOW PROOF OF FINANCIAL RESPONSIBILITY' more than once.

Criminal Record

- Conviction or admission of a 'Felony' or 'Class A' offense
- Conviction of any 'Class B' misdemeanor within the last ten (10) years
- Conviction of a 'Family Violence' related offense
- Must not be on probation or currently under indictment for any criminal offense

Drugs & Other Disqualifiers

- Must not have possessed or used marijuana in the past three (3) years
- Must not have possessed or used any hallucinogenic drug
- Must not have used any form of cocaine, methamphetamine and ecstasy in the past ten (10) years and never more than five (5) times
- Must not have ingested, by any means, or abused glue, paints, or other inhalants
- Abuse of prescription drugs within the last 5 years
- Must not have manufactured or sold any illegal substances

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