**A star in a badge

Description automatically generated with medium confidence**

**Certified Police Officer Pay and Lateral Transfer Program**

Are you an experienced officer at a comparable or larger agency? The Argyle Police Department values your experience. Below are the details of our Lateral Entry Program.

**Starting Lateral Pay:**

* 1 year of experience (Step 1): $80,974
* 2 years of experience (Step 2): $83,403
* 3 years of experience (Step 3): $85,905
* 4 years of experience (Step 4): $88,483
* 5+ years of experience (Step 5): $91,137

**Certification Pay\***

* Master Peace Officer + $75 per pay period
* Advanced Peace Officer + $50 per pay period
* Intermediate Peace Officer + $25 per pay period

\* Once higher license cert. pay begins, lesser pay discontinues.

**Education Pay**

* Master’s Degree + $75 per pay period
* Bachelor’s Degree + $50 per pay period
* Associates Degree + $25 per pay period

\* Once higher degree pay begins, lesser pay discontinues.

**Bi-Lingual Pay:** +$25 per pay period

**TCOLE Instructor Pay:** +$25 per pay period

**Qualifications**

* You must have a minimum of one year of continuous experience as a paid, full-time certified Peace Officer at a comparable law enforcement agency.  Out-of-state applicants must challenge and pass the Texas Commission on Law Enforcement (TCOLE) state exam before a final job offer is made by the Argyle Police Department.
* You must have worked for a law enforcement agency in a municipality or Sheriff’s office as a sworn police officer where you had the authority to enforce laws, investigate crimes, make arrests, carry a firearm, and use discretion as part of their assigned duties in the United States or U.S. Territories. Your principal responsibilities must have included experience answering law enforcement calls for service as a 1st responder,
* Only time spent as a sworn full-time peace officer will be used to calculate eligibility for lateral pay. Time served as a reserve officer or other type of unpaid peace officer will not be used to calculate an applicant’s time on active service for qualification for the lateral entry program. Time spent in an academy will also not be used to calculate an applicant’s time on service credit.
* You must complete the hiring process with no more than a 180-day break in service from the time you separated from a comparable law enforcement agency.
* You must have a valid Texas Driver License at the time of hire.
* You must be licensed by the Texas Commission in Law Enforcement (TCOLE).
* You must have the ability to pass all pre-employment screenings to include: Telephone interview, writing prompts, an extensive background investigation, oral board, psychological exam, polygraph, physical evaluation, and drug screen.
* There must not be any pending disciplinary actions or investigations for misconduct or criminal activity.  All reports of separation or F5’s must reflect an honorable discharge from all previous agencies.

Also, see the compensation calculator to see total compensation with certification pay included: <https://argyletx.com/247/Employment-Opportunities>