

## POLICE SPECIAL PAY

Effective October 1, 2007

### **Service Pay (applicable to all ranks)** - Article 1269q, V.T.C.S.

Rate \$4 per month for each year of service completed

Maximum: \$100 per month for 25 years of service

### **Educational Incentive Pay (applicable to all ranks)**

Rate: \$4 per month for each 3 semester hours of college credit earned after the first 45 hours up to 45 hours (90 hours total)

Maximum: \$60 for 45 hours (90 total), or \$100 per month for Bachelor's Degree

### **Certification Pay (applicable to all ranks)**

Rate: TCLEOSE Intermediate Certification: \$200 per month

TCLEOSE Master Certification: \$500 per month

Note: Certification requirements and TCLEOSE verification must be completed by 10/31/07 in order to receive payment

### **Patrol Duty Pay**

Applicable to ranks of Police Officer and Police Corporal

Paid for assignment to a Patrol, Traffic, Special Operations Divisions and Gang Unit according to the following schedule:

|                  |                 |
|------------------|-----------------|
| 6 Years Service  | \$100 per month |
| 8 Years Service  | \$125 per month |
| 10 Years Service | \$150 per month |

The Special Operations units of Special Events Planning, Extra Job Unit, and Alarm Unit do not respond to calls and are excluded.

### **Field Training Officer Pay (applicable to Senior Corporal)**

Rate: \$100 per month for assignment as Field Training Officer

### **Narcotics Hazardous Material Interdiction Team**

Applicable to selected positions in Narcotics Division (Clandestine Lab Squad) as determined by the Police Chief and approved by the Director of Human Resources.

Rate: Ranks of Sergeant and below: \$100/month

### **Shift Assignment Pay**

Rate: 3.5% for uniformed Police

### **First Watch Assignment Pay (applicable to all ranks)**

Rate: 6.5% for First Watch from 12:00 midnight to 8:00am

### **Graduation Incentive Pay**

Rate: \$6,000 total lump sum payable one time per employee.

Must have graduated from the Police Academy after February 1, 2006. Applicable to Police Trainee I & Lateral Entry Officers. Paid upon graduation.

### **Incentive Pay for Completion of Probation & Police Trainee III assignment**

Rate: \$4,000 lump sum payable one time per employee.

Must have successfully completed probation and the Police Trainee III assignment and been assigned to Police Officer, Grade P-2 after April 1, 2006.

### **Retention Incentive (applicable to all ranks)**

Rate: \$5,000 lump sum.

Must have completed 5 continuous years of service as a uniformed employee after 9/30/06 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

### **Retention Incentive (applicable to all ranks)**

Rate: \$3,000 lump sum.

Must have completed 10 continuous years of service as a uniformed employee after 9/30/07 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

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### **Down Payment Assistance Program**

Rate: \$6,000 one time lump sum

The Police Down payment Assistance Program provides qualified police officers conditional grants of \$6,000 to be used towards their down payment and non-recurring closing costs. The conditional grant may be applied to 100% of the borrower's required down payment and may be forgiven after five years of residency at the homestead purchased. The program is available throughout the City of Dallas geographical boundaries.

### **HOW DO I QUALIFY?**

To qualify for the program, you must meet the following requirements:

1. An Applicant must be a sworn police officer employed by the City of Dallas and have successfully completed the City of Dallas' Police Academy.
2. Applicants do not currently own a home in the City of Dallas.
3. Applicants must qualify for a fixed-rate or adjustable-rate first mortgage from a private lender.
4. Applicants must sign an Affidavit to live at the homestead for five years and agrees to reimburse the City \$1,000 for each year the recipient does not occupy the purchased homestead.

### **HOW LONG IS THE PROCESS?**

After you have completed the application and submitted all supplemental documentation to the Police Departments Personnel Unit, the Police Department, staff will need to verify the information and determine whether or not you are eligible for the program. The process time is approximately 10 to 15 business days. If you qualify, a Certificate of Eligibility will be sent to you and/or your lender.

### **GENERAL PROGRAM GUIDELINES**

**All applications are subject to the following program guidelines. These are general guidelines and may or may not be complete.**

1. Persons currently living in a rental situation or similar situation are eligible for consideration under the program. Persons currently owning a home or having owned a home in the last 12 months within the City of Dallas are not eligible for consideration. The program is not intended to assist current homeowners purchase a new home.
2. Only Single Family Homes, Condos and Town homes are eligible for consideration. New construction is eligible under this program but must be substantially completed within 60 days of Grant Approval by the City Managers Office.
3. All homes must be owner occupied for a period of five (5) years and will be verified by the City annually.
4. Grants are not transferable from one property to another.
5. Applicants are allowed to have co-signers, however if the co-signer is to occupy the property the applicants name must be on the trust deed and any and all changes to the original trust deed will require repayment of the grant.
6. The grant is taxable to the employee (20%) and the City is responsible for paying the pension rate.
7. The City will not approve any subordination for the life of the grant (5 years).
8. The City requires all loans to be a fixed rate for the five (5) year period. Should the applicant choose to utilize an Adjustable Rate mortgage (ARM) the interest rate must be fixed for a period of five (5) years.
9. The City will not subordinate or take any position below second position on any and all loans.
10. The property to be purchased must meet the minimum property requirements of the Code and Compliance Department and will be inspected by the City or its' representatives for compliance. The applicant must provide any and all costs for Lead Base Paint testing.
11. It is the applicant's responsibility to verify the property to be purchased within the City of Dallas.
12. Applications will be accepted beginning at 8:30 A.M., October 1, 2007.