

# METRO Police Officers



## Responsibilities and Duties

- Protect METRO employees, property, and patrons from criminal offenses
- Apprehend persons committing offenses against the Authority
- Deter transit-related crimes through increased visibility and mobility
- Enforce federal and state statutes, and county and municipal ordinances within the METRO service area.

## Minimum Requirements

The minimum requirements to become a METRO Police Officer are as follows:

- Valid TCLEOSE License
- Valid Texas Driver's License
- Minimum age of 21
- United States resident
- High School Diploma or GED with 12 semester hours from a TCLEOSE-approved accredited college or university with a minimum GPA of 2.0; OR a minimum of two years of active military service with a DD-214 Honorable Discharge.
- No felony or Class A misdemeanor convictions. No Class B misdemeanor convictions within ten (10) years of date of application. No convictions of any family violence offense
- Successfully pass Police Officer Selection Test (POST), medical, psychological, and other pre-employment tests.
- Meet all criteria set forth in TCLEOSE rule 217.1, and Texas Occupational Code Section 1701.255.

Persons who are federal agents or officers, or peace officers, outside the state of Texas, and those who hold military police waivers from outside the state of Texas may become licensed Texas peace officers by completing successfully the state-issued Texas Supplemental Peace Officer Course and by meeting the following criteria:

- Meet all statutory licensing requirements of the State of Texas and TCLEOSE rules
- (Federal officers/agents from qualifying federal departments) Have completed successfully an approved Federal Agency Law Enforcement training course and have served honorably in an approved federal capacity for 12 consecutive months
- (Out-of-state peace officers) Have completed successfully a state POST- (or state licensing authority-approved) basic police officer training academy and be currently licensed or certified as a peace officer by a state POST (or state licensing authority), and have honorably served as a sworn peace officer for 12 consecutive months with an agency in the state where the license or certificate was issued
- License must never have been nor currently be in the process of being surrendered, suspended or revoked
- Have been discharged from the military (if applicable) under honorable or general-under-honorable conditions only

## Compensation (Annual)

<b>Non-Experienced Officer Starting Salary &amp; Progression</b>	<b>Salary</b>	<b>Status</b>
Probationary Officer Trainee	\$35,000	Academy graduate, TCLEOSE license, no law enforcement experience
1st -yr Officer Trainee	\$38,000	After completion of six-month probationary period
Police Officer	\$42,000	After completion of one year's law enforcement experience with METRO; annual merit increases thereafter
<b>Experienced Officer Starting Salary &amp; Progression</b>	<b>Salary</b>	<b>Status</b>
Probationary Officer	\$41,000	TCLEOSE license; through completion of six-month probation; next salary increase after first six months' employment based on prior experience level; annual merit increases thereafter
Police Officer (with 1-yr prior police experience)	\$42,000	After completion of six-month probationary period
Police Officer (with 2-yrs prior police experience)	\$42,500	After completion of six-month probationary period
Police Officer (with 3-yrs prior police experience)	\$43,000	After completion of six-month probationary period
Police Officer (with 4-yrs prior police experience OR ≥ 5-yrs prior experience without Intermediate Certification)	\$43,500	After completion of six-month probationary period
Police Officer (with ≥5-yrs prior police experience plus Intermediate Certification)	\$45,000	After completion of six-month probationary period
<b>Supplemental TCLEOSE Certification Pay</b>		
	\$988	Intermediate
	\$1,976	Advanced
	\$3,610	Master

## Career Opportunities:

- Bus Marshal
- Patrol Officer
- Crime Suppression Unit
- Motorcycles
- Firearms Instructor
- K9 Handler (Explosives; Narcotics; Patrol)
- Watch Command Officer
- Traffic Management
- Accreditation Officer
- Criminal Investigations
- Community Services Officer
- Training Officer
- Special Operations Response Team
- Serious Collision Assessment Team
- Personnel Officer

## The Selection Process

- Phase 1- Police Officer Selection Test
- Phase 2- Formal Application Submission
- Phase 3- Background Investigation
- Phase 4- Formal Board Review and other Pre-Employment Tests

Should you become disqualified during any one of the above phases, you may be able reapply after the selection criteria are met under the disqualifying category(ies) which include age, educational requirement, citizenship and residency, drivers license and driving history, military history, physical and mental health, contradictory information, credit and financial responsibility, criminal behavior, narcotics and alcohol usage, references, and affiliations or sympathy with certain organizations. The selection process is normally completed in 60 to 120 days.

## Benefits

**Uniforms & Equipment** - Uniforms and equipment are provided to sworn personnel at no cost. Personal choice duty weapons, other than department issue, may be purchased at your expense.

**Health Insurance** - On the date you are hired, you become eligible for coverage under one of METRO's major medical insurance programs. METRO offers insurance packages that provide coverage for hospital room and medical expenses, outpatient care and maternity care. The packages offer different supplemental dental and vision plans as well as coverage for dependents. You may choose between two medical plans, the POS Plan and an HMO Plan. METRO subsidizes the cost of the medical premium. Employees are required to pay an employee portion, which is handled through payroll deductions, on a pre-tax or post-tax basis.

**Life Insurance** - Once you complete 30 days of continuous employment, you are enrolled in METRO's group life insurance program. You can also choose a voluntary, supplemental program for yourself and your family. • Group Life Insurance Basic Coverage — paid entirely by METRO for twice your annual salary. • Voluntary Term Life — individually age rated; completely paid by the employee for \$10,000 toward the employee/spouse minimum and \$2,500 for eligible children.

### Paid Leave Time (Annual)

**Vacation** - Vacation is accrued as follows:

- 1 to 5 Years — 2 Weeks
- 5+ to 8 Years — 3 Weeks
- 8+ to 15 Years — 4
- 15+ Years — 5 Weeks

**Sick Leave** - 80 hours

**Employee Days** - Three days; use with supervisory approval

**Well Day Incentive** – After 90 days of continuous employee, you become eligible to accumulate credit towards Well Time hours. Accrual periods are based on calendar quarters. To receive 8 hours of Well Time, you may take no sick leave time off (paid or unpaid) in a calendar quarter. Maximum Well Day accrual is one per quarter/four per year.

**Work Out Facilities** - Employees are provided with a workout facility equipped with strength and cardiovascular training equipment. Lockers and showers are also available.

**Quiet Room** - A quiet room is provided for employees who want a place to relax and watch television during off-duty hours.

**Educational Reimbursement** - All regular, full-time METRO employees are eligible to receive educational reimbursements for work-related courses from accredited colleges or universities. Upon approval, employees may annually receive up to \$1,500 of educational reimbursement. Upon satisfactory completion of any pre-approved courses, reimbursement is made as follows:

- A - 100%
- B - 90%
- C - 80%

**Retirement** - METRO offers full-time employees a contributory retirement program, wherein employees can contribute through payroll deduction up to the maximum limit permitted by the IRS (currently \$15,500/year). METRO will automatically contribute 2% of an employee's salary (including overtime) to the employee's retirement account. If an employee chooses to contribute, METRO will match dollar for dollar of the first 4% of that an employee contributes, making METRO's contribution a total of 6%. There is a pro-rated vesting schedule, and employees are fully vested after five years of service.

**Short Term Leave of Absence** - Upon the completion of six consecutive months of employment, under a physician's order, and approval by the Benefits Office of the Human Resources Department, employees are eligible for leave-of-absence pay at 100%, 75%, 60% and 50% of base salary after a waiting period of 10 days. Duration of pay at each percentage level is determined by the employee's length of service.

The METRO Police Department is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA). Accreditation is a coveted award that symbolizes professionalism, excellence, and competence within law enforcement

For more information, please contact the METRO Police Recruiting Unit

Phone: 713-615-6483

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The Metropolitan Transit Authority of Harris County has a "zero tolerance" drug and alcohol program for all employees. All applicants will be required to undergo drug testing prior to employment and will be subject to further drug and/or alcohol testing throughout their employment. Employees who perform safety-sensitive functions must also submit to drug and/or alcohol testing in accordance to the Department of Transportation (DOT) and the Federal Transit Administration (FTA) regulatory requirements. We provide equal opportunity to all qualified individuals regardless of race, color, religion, age, sex, national origin, veteran status or disability.