

Department	Officer		Years to top	1st Line Supervisor		Years to top	2nd Line \$ start
	start	top		start	top		
Beaumont	40,044.00	54,444.00	20	57,528.00	61,872.00	10	67,452.00
Bridge City	37,765.00	44,146.00	-	46,527.00	47,457.00	-	N/A
Groves	34,944.00	42,266.00	4	38,730.00	45,510.00	4	42,952.00
Jefferson County	31,548.00	42,576.00	15	44,568.00	N/A	-	46,740.00
Nederland	38,085.00	43,306.00	-	46,176.00	N/A	-	48,714.00
Orange	38,928.00	48,600.00	12	52,176.00	57,552.00	-	N/A
Pinehurst	37,083.00	42,198.00	2	63,747.00	N/A	-	N/A
Port Arthur	36,834.00	51,232.00	20	52,638.00	54,743.00	-	57,480.00
Port Neches	40,768.00	48,714.00	-	45,781.00	53,040.00	-	50,939.00
Vidor	34,299.00	39,936.00	7	42,890.00	N/A	-	45,822.00
West Orange	37,315.00	44,595.00	3	N/A	N/A	-	N/A
Average	\$37,055.73	\$45,637.55	10	\$49,076.10	\$53,362.33	7	\$51,442.71
Groves	\$34,944.00	\$42,266.00	4	\$38,730.00	\$45,510.00	4	\$42,952.00
Difference \$	-\$2,111.73	-\$3,371.55		-\$10,346.10	-\$7,852.33		-\$8,490.71
Difference %	-5.70%	-7.39%		-21.08%	-14.72%		-16.51%

Supervisor top	Years to top	Assistant Chief		Years to top
		start	top	
104,304.00	5	N/A	N/A	-
N/A	-	53,125.00	54,187.00	-
50,128.00	4	47,528.00	55,307.00	4
N/A	-	N/A	N/A	-
N/A	-	53,082.00	N/A	-
N/A	-	N/A	N/A	-
N/A	-	N/A	N/A	-
59,779.00	-	N/A	N/A	-
59,634.00	-	N/A	N/A	-
N/A	-	N/A	N/A	-
N/A	-	N/A	N/A	-
\$68,461.25	5	\$51,245.00	\$54,747.00	4
\$50,128.00	4	\$47,528.00	\$55,307.00	4
-\$18,333.25		-\$3,717.00	\$560.00	
-26.78%		-7.25%	1.02%	

Agency	TCLEOSE Incentives		
	Intermediate Certificate	Advanced Certificate	Masters Certificate
Beaumont	\$600.00	\$1,200.00	\$1,800.00
Bridge City	\$1,800.00	\$2,400.00	\$2,700.00
Groves	\$894.40	\$1,726.40	\$2,600.00
Jefferson County	\$600.00	\$1,500.00	\$2,700.00
Nederland	\$1,740.00	\$2,700.00	\$3,300.00
Orange	No Info Provided	No Info Provided	No Info Provided
Pinehurst	\$1,500.00	\$1,800.00	\$2,100.00
Port Arthur	\$600.00	\$1,200.00	\$1,800.00
Port Neches	\$1,440.00	\$2,400.00	\$3,000.00
Vidor	\$1,020.00	\$1,500.00	\$2,100.00
West Orange	\$900.00	\$1,800.00	\$2,100.00

Education Pay		
Associate Degree	Bachelors Degree	Masters Degree
No	\$1,200.00	\$1,800.00
\$1,800.00	\$2,400.00	\$2,700.00
\$2,600.00	\$2,600.00	No
\$600.00	\$1,500.00	\$2,700.00
No	No	No
No Info Provided	No Info Provided	No Info Provided
No	No	No
No	No	No
\$1,440.00	\$2,400.00	\$3,000.00
No	\$2,100.00	No
No	No	No

Agency	Longevity Pay	Shift Differential	Bilingual Pay	FTO Pay
Beaumont	\$48.00 per Year of Service	.20 & .35 pr hr	\$25 & \$50	\$75.00
Bridge City	\$60.00 per Year of Service	.20 & .35 pr hr	No	No
Groves	\$48.00 per Year of Service	.75 per hr	No	No
Jefferson County	\$60.00 per Year of Service	No	No	No
Nederland	\$48.00 per Year of Service	.60 & .90 pr hr	No	No
Orange	No info provided	No Info	No Info	No Info
Pinehurst	\$60.00 per Year of Service	No	No	No
Port Arthur	No	.45 & .50 pr hr	No	\$50.00
Port Neches	\$60.00 per Year of Service	.75 per hr	No	No
Vidor	\$57.00 per Year of Service	No	No	No
West Orange	\$60.00 per Year of Service	No	No	No

(a) Intoxilyzer \$50.00 per Month Polygraph \$50.00 per Month Fingerprint \$40.00 per Month Supervisor Pay \$200.00 per Month Police Specialist \$200.00 per Month
(b) Clothing Allowance \$75.00 per month For declining dependent medical coverage \$25 pr month
(c) Investigator Pay \$.25 per Hour
(d) Firearms Certificate \$100.00 per Month Special Investigator \$25.00 per Month Breath test Operator \$25.00 per Month
(e) Investigator \$0.80 per hour K-9 1/2 hour overtime per day

SWAT Pay	Hostage Neg _Pay	Other Incentive
\$25.00	No	Yes (a)
No	No	No
No	No	Yes (b)
No	No	No
No	No	Yes (c)
No Info	No Info	No Info
\$75.00	No	Yes (d)
No	No	No
No	No	Yes (e)
No	No	No
No	No	No

Agency	Employee Contribution	City Contribution	System	Vesting
Beaumont	7%	2-1	TMRS	5
Bridge City	7%	2-1	TMRS	10
Groves	6%	2-1	TMRS	20
Jefferson County	7%	No Specified	TCDRS	8
Nederland	7%	2-1	TMRS	10
Orange	7%	2-1	TMRS	10
Pinehurst	7%	2-1	TMRS	5
Port Arthur	5%	2-1	TMRS	10
Port Neches	7%	2-1	TMRS	10
Vidor	7%	2-1	TMRS	10
West Orange	7%	2-1	TMRS	10

Agency	Health	Dental	Vision	Disability	Life
Beaumont	Yes	Yes	No	Yes	Yes
Bridge City	Yes	Yes	No	Yes	Yes
Groves	Yes	Yes (Employee)	Yes (Employee)	Yes	Yes
Jefferson County	Yes	Yes	No	No	Yes
Nederland	Yes	Yes	No	Yes	Yes
Orange	No Info	No Info	No Info	No Info	No Info
Pinehurst	Yes	Yes	No	No	Yes
Port Arthur	Yes	Yes	No	No	No Info
Port Neches	Yes	Yes	Yes	Yes	Yes
Vidor	Yes	Yes	No	Yes	Yes
West Orange	Yes	No	No	No	Yes

Prescription
Yes
Yes
Yes
No
No
No Info
No
No
No
No
No

Agency	Vacation	Sick	Holiday
Beaumont	Yes (a)	120 Hours per Year	9
Bridge City	Yes (b)	144 Hours per Year	12
Groves	Yes (c)	96 Hours per Year	11
Jefferson County	Yes (j)	104 Hours per Year	12
Nederland	Yes (d)	120 Hours per Year	11
Orange	No Info	No Info	No Info
Pinehurst	Yes (e)	120 Hours per Year	11
Port Arthur	Yes (f)	120 Hours per Year	10
Port Neches	Yes (g)	144 Hours per Year	11
Vidor	Yes (h)	104 Hours per Year	13
West Orange	Yes (i)	96 Hours per Year	14

(a) 1 Year 80 Hours per year 2-5 Years 120 Hours per Year 6-8 Years 130 Hours per year 9-11 Years 143 Hours per Year 12-14 Years 156 Hours per Year 15-17 Years 169 Hours per Year 18-20 Years 182 Hours per year 21-23 Years 195 Hours per Year 24-26 Years 208 Hours per year 27-29 Years 221 Hours per Year 30-34 Years 234 Years per Year 35 + Years 240 Hours per year	(d) 1-4 Years 80 Hours per Year 5-9 Years 120 Hours per Year 10-19 Years 160 Hours per year 20-24 Years 200 Hours per Year 25 + Years 240 Hours per Year
	(e) 1-4 Years 80 Hours per year 5-9 Years 120 Hours per year 10-14 years 160 Hours per year 15-19 Years 200 Hours per year 20 + Years 240 Hours per Year
(b) 1-4 years 80 Hours per Year 5-9 Years 120 Hours per year 10 Years 160 Hours per year 11 Years 168 Hours per year 12 Years 176 Hours per year 13 Years 184 Hours per year 14 Years 192 Hours per year 15 Years 200 Hours per year 16 Years 208 Hours per year 17 Years 216 Hours per year 18 Years 224 Hours per year 19 Years 232 Hours per year 20+ Years 240 Hours per year	(f) 1-9 years 120 Hours per Year 10-19 Years 168 Hours per Year 20-24 Years 216 Hours per year 25 + Years 240 Hours per year
	(g) 1-9 Years 15 days per Year 10-14 Years 20 Days per Year 15-19 Years 25 days per Year 20 + Years 30 Days per Year
(c) 1-2 Years 80 Hours per Year 3-8 Years 120 Hours per Year 9-18 Years 160 Hours per Year 19-29 Years 200 Hours per Year 30 + Years 240 Hours per Year	(h) 6 Months 40 Hours per Year 1-4 Years 80 Hours per Year 5-9 Years 120 Hours per Year 10-19 Years 160 Hours per year 20 + Years 200 Hours per Year
	(i) 1-2 Years 80 Hours per Year 3-9 Years 120 Hours per Year 10-19 Years 160 Hours per Year 20-29 Years 200 Hours per Year 30 + Years 240 Hours per Year
	(j) 1-4 Years 80 Hours per Year 5-9 Years 120 Hours per Year 10-14 Years 160 Hours per Year 15+ Years 200 Hours per Year

Personal Days
1
No
No
No
No
No Info
2
No
No
No
No