

## Attachment B

## POLICE SPECIAL PAY Effective October 1, 2009

### **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

### **Detective Assignment Pay (applicable to Police Senior Corporal)**

Rate: \$100 per month for assignment to investigative duties as a Detective

### **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

### **Field Training Officer Pay (applicable to Police 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

### **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

### **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.

### **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

### **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

### **Down Payment Assistance Program** Rate: \$6,000 one time lump sum compensation

The Police Down Payment Assistance Program provides qualified police officers compensation of \$6,000 to be used towards their down payment and non-recurring closing costs as described below and 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 have not owned a home, condominium or townhome in the City of Dallas in the last twelve months.
3. Applicants must qualify for a fixed-rate first mortgage from a private lender.
4. Applicants must sign an Affidavit of intent to live at the homestead for five years and to reimburse the City \$1,200 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 department designated by the City Manager, 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. A check or wire transfer will be sent to the title company at closing with the Affidavit for execution by the Applicant.

**GENERAL PROGRAM**

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

1. Applicants currently living in a rental situation or similar non-ownership situation are eligible for consideration under the program. Applicants having owned a home, condominium or townhome 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, Condominiums and Townhomes are eligible for consideration. New construction is eligible under this program but must be completed within 120 days of determination of eligibility by the department designated by the City
3. All homes must be occupied by the Applicant/recipient for a period of five (5) years from the date of purchase and will be verified by the City annually.
4. Applicants are allowed to have co-signers on the first lien loan.
5. The down payment assistance compensation is taxable to the employee and subject to withholding for Medicare, and the City will pay its pension contribution on the \$6,000.
6. The City requires all first lien loans to be at a fixed rate of interest.
7. The property to be purchased must meet the minimum property requirements of the Code Compliance Department and will be inspected by the City or its representatives for compliance.
8. It is the applicant's responsibility to verify that the property to be purchased is located within the City of Dallas.
9. Applications will be accepted by the department designated by the City Manager beginning at 8:30 A.M., May 15, 2008.