



EL PASO POLICE DEPARTMENT

Make The Change

Be The Difference

Police Officer Pay Scales

(Effective 9/1/2023 through 8/31/2027)

Effective: 9/1/2023

Effective: 9/1/2024

Effective: 9/1/2025

Effective: 9/1/2026

**Police
Trainee Pay:
18.35/hour**

Year 1: \$54,054

Year 1: \$55,405

Year 1: \$56,790

Year 1: \$60,057

Year 2: \$56,757

Year 2: \$58,176

Year 2: \$59,63

Year 2: \$62,612

Year 3: \$59,595

Year 3: \$61,084

Year 3: \$62,612

Year 3: \$64,177

Year 4: \$62,574

Year 4: \$64,139

Year 4: \$65,742

Year 4: \$67,386

Year 5: \$65,703

Year 5: \$67,246

Year 5: \$69,029

Year 5: \$70,755

Top Pay: \$93,678

Top Pay: \$96,020

Top Pay: \$98,420

Top Pay: \$100,881

Minimum Requirements

- No prior law enforcement experience or training is required
- At least 19-1/2 years old at the time of application (must be 21 years old by date of graduation from the EPPD Training Academy)/No maximum age cap
- U.S. citizen or naturalized citizen
- Current and valid driver's license, proof of liability insurance
- Not having been convicted of any combination of three (3) or more moving violations and/or motor vehicle accidents at fault in the preceding 36 months
- Not currently under indictment for any criminal offense; cannot currently be on probation or parole
- Not have been convicted of any type of family violence
- Stable credit history
- Be of good moral character with a stable family background
- A high school diploma or G.E.D, and six months of general work experience involving public contact; or at least two years of full-time active military service with an honorable discharge

Other Benefits

- Earn up to 250 hours of Comp Time (Paid time off)
- Earn up to 144 hours of vacation per year (1st 10 years)
- 12 paid holidays per year
- Your birthday is a holiday and a paid day off
- 120 hours of sick leave per year
- Use up to 50 hours of your sick leave for personal business leave

Specialized Units

Airport Unit
Auto Theft Task Force
Backgrounds/Recruiting
Bomb Squad
Combined Search and
Rescue COMSAR
Crimes Against Children
Crimes Against Persons
Crime Scene Unit
Dignitary Protection
DWI Task Force

Gang Unit
Internal Affairs
Juvenile Investigations
K-9 Unit
Metro Unit
Narcotics Unit
Patrol
Planning and Research
Public Information Office
S.W.A.T
Training Academy
Vice Unit

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