

I. POLICY STATEMENT

Texas Southern University provides additional compensation to commissioned police officers who earn proficiency certificates issued by the Texas Commission on Law Enforcement (TCOLE) to support professional development. All compensation provided under this policy is subject to the availability of university funding and shall be administered in accordance with applicable University payroll policies.

II. PURPOSE AND SCOPE

This document establishes procedures and protocols for identifying and administering Peace Officer eligibility proficiency compensation for commissioned police officers of the Texas Southern University Department of Public Safety. Only TSU police officers meeting or exceeding the standards set forth by the Texas Commission on Law Enforcement (TCOLE), as outlined in this policy, shall be eligible to receive peace officer proficiency compensation.

III. PEACE OFFICER PROFICIENCY CERTIFICATIONS

A. Basic Peace Officer Proficiency Certificate: Certification eligibility shall be determined in accordance with current requirements established by TCOLE,

1. No peace officer proficiency certification compensation shall be granted for the Basic Peace Officer Proficiency Certificate.

B. Intermediate Peace Officer Proficiency Certificate: Certification eligibility shall be determined in accordance with current requirements established by the Texas Commission on Law Enforcement.

1. A Texas Southern University commissioned police officer possessing an Intermediate Peace Officer Proficiency Certificate shall be eligible for peace officer proficiency compensation as indicated in the compensation Section (III) below.

C. Advanced Peace Officer Proficiency Certificate: Certification eligibility shall be determined according to current requirements established by TCOLE.

1. A Texas Southern University commissioned police officer possessing an Advanced Peace Officer Proficiency Certificate = shall be eligible for peace officer proficiency compensation as provided in Section (III) below.



D. Master Peace Officer Certificate: Certification eligibility shall be determined according to current requirements established by TCOLE.

1. A Texas Southern University commissioned police officer possessing a Master Peace Officer Proficiency Certificate shall be eligible for peace officer proficiency compensation as indicated in Section (III) below.

IV. COMPENSATION SCALE

Certification Level Monthly Compensation

The following chart reflects the monthly compensation levels associated with each certification tier, as outlined below.

Master Certification	Advanced Certification	Intermediate Certification	Basic Certification
\$400 per month	\$200 per month	\$100 per month	No compensation

- A. Peace Officer Proficiency Certification compensation shall be accrued during the University's fiscal year and distributed to the eligible police officer once a year at the end of the fiscal year for which the police officer is eligible for the specified compensation.
- B. Texas Southern University Police Officers must possess the associated certification on or before September 1 of the fiscal year to be eligible for the specified compensation rate.
- C. Texas Southern University Police Officers who obtain any certification level during the fiscal year shall not be eligible for the specified compensation until September of the next fiscal year.
- D. Texas Southern University Police Officers who are hired and possess a specified proficiency certificate at their employment date shall receive prorated compensation in accordance with the compensation scale and months of service.
- E. Texas Southern University Police Officers who resign or are terminated during the fiscal year shall receive compensation in accordance with the compensation scale and months of service during that fiscal year.

This scale represents a longevity incentive beyond the base pay. Longevity incentive compensation is awarded based on length of service and is intended to encourage retention and reward sustained employment.

MAPP 04.04.04 **Peace Officer Proficiency Compensation**
Section **Operation Services**
Area **Campus Police**
Original **04/16/2010**
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TEXAS SOUTHERN UNIVERSITY
**MANUAL OF ADMINISTRATIVE
POLICIES AND PROCEDURES**

Year of Service Pay

Compensation Amount	Years of Service	Experience
\$6,000.00	0 – 3 (years of service)	Police Experience (excluding corrections, armed security, military police)
\$9,000.00	4 – 9 (years of service)	Police Experience (excluding corrections, armed security, military police)
\$12,000.00	10 (years or more)	Police Experience (excluding corrections, armed security, military police)