



# AS A CIS PROTECTION OFFICER YOU WILL ENJOY NUMEROUS COMPETITIVE BENEFITS



**CIS values the men and women who work here.  
We could not have become the elite agency we are without them.**

## Immediately upon Hire

- Regular Pay:**
- All personnel receive pay every two weeks. Our pay cycle runs one pay period behind.
  - Pay is dependant upon rank, not on what site is worked. Pay does not change from site to site.
- Overtime:** With so many demands for our quality service, we have overtime opportunities available quite often.
- Holiday Pay:** We pay time and a half on seven holidays throughout the year, from the beginning of the shift until its end, even if the shift runs into the next calendar day.
- Training:** All personnel are automatically eligible for free or reduced price in-class advanced training through the S2 Institute. <sup>(1)</sup>
- Equipment:**
- All CIS Protection Officers are issued two-way radios for duty use and are connected to our state of the art Operations Center.
  - CIS Protection Officers assigned to vehicle patrol are provided with marked patrol cars for duty use.
  - CIS Protection Officers assigned to primary patrol duties receive company-issued laptops for duty use.

## As Tenure is Earned

- Day 1** All personnel receive \$20,000 of life insurance at no cost to the full-time employee.
- 45 Days** All personnel are eligible for direct deposit.
- 90 Days** <sup>(2)</sup>
- If the SOP Test has been passed, the first pay raise should have already occurred.
  - All CIS Protection Officers are granted \$1000 of "Training Dollars" for use at the officer's discretion on S2 Online.
  - All personnel are encouraged to attend the Leadership Class, a prerequisite to promotion.
  - All personnel over the age of 21 are eligible to participate in a 401K plan: CIS will match 25% of the individual contribution, up to the first 6% of the individual's income after one year of service.
- 120 Days**
- All CIS Protection Officers are eligible to take the Supervisor's Exam, a prerequisite to promotion.
  - All hourly personnel acquire one day of sick time, which may be cashed in at the end of the anniversary year if not used.
- Six Months**
- All armed CIS Protection Officer are eligible for a pay increase.
  - All personnel are eligible to make a lateral move into another position, if qualified.
  - All hourly personnel acquire a second day of sick time, which may be cashed in at the end of the anniversary year if not used.
- One Year**
- All armed CIS Protection Officer are eligible for a pay increase.
  - All personnel acquire two days of sick time, which hourly employees may cash in at the end of the anniversary year if not used.
  - All personnel are eligible for one week (40 hours) of paid vacation, which hourly personnel may cash in at the end of the anniversary year if not used.
  - All CIS Protection Officers are encouraged to take the Certified Protection Officer exam through the International Foundation of Protection Officers. CIS will cover the cost of the exam.
  - All CIS Protection Officers are eligible for consideration to move into certain specialized assignments such as K9 Handler. CIS covers the costs of the K9's care and may assign a dedicated and specially outfitted patrol vehicle for duty use.
- 18 Months** All armed CIS Protection Officers are eligible for a pay increase.
- Two Years** All CIS Protection Officers are eligible for consideration to become licensed as instructors through the Division of Licensing and take their careers into a different direction teaching others.
- Three Years** All personnel are eligible for two weeks (40 hours) of paid vacation, which hourly personnel may cash in at the end of the anniversary year if not used.

<sup>(1)</sup> Refer to the S2 Institute for a current price schedule.

<sup>(2)</sup> Some of these benefits are available after 60 days or less. Refer to SOPs for more information.



# AS A CIS PROTECTION OFFICER YOU WILL ENJOY COMPETITIVE PAY RATES



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## Pay Scales By Division/Unit by Rank

### RISK MANAGEMENT UNIT

	annualized		SOP w/in 90 Days <sup>(1)</sup>		6 Months		1 Year		18 Months	
	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly
Risk Management Unarmed:	\$ 18,200	\$ 8.75	\$ 18,720	\$ 9.00	na	na	na	na	na	na
Risk Management Armed:	\$ 19,240	\$ 9.25	\$ 19,760	\$ 9.50	\$ 20,280	\$ 9.75	\$ 20,800	\$ 10.00	\$ 21,320	\$ 10.25

### SPECIAL SERVICES GROUP

	annualized		SOP w/in 90 Days <sup>(1)</sup>		6 Months		1 Year		18 Months	
	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly
Probationary Officer:	\$ 21,840	\$ 10.50	\$ 22,568	\$ 10.85	na	na	na	na	na	na
Officer:	\$ 22,568	\$ 10.85	na	na	\$ 22,880	\$ 11.00	\$ 23,088	\$ 11.10	\$ 23,296	\$ 11.20
Corporal:	\$ 22,776	\$ 10.95	na	na	\$ 23,088	\$ 11.10	\$ 23,296	\$ 11.20	\$ 23,504	\$ 11.30
Sergeant:	\$ 23,192	\$ 11.15	na	na	\$ 23,504	\$ 11.30	\$ 23,712	\$ 11.40	\$ 23,920	\$ 11.50
Staff Sergeant:	\$ 23,400	\$ 11.25	na	na	\$ 23,712	\$ 11.40	\$ 23,920	\$ 11.50	\$ 24,128	\$ 11.60
Master Sergeant:	\$ 23,608	\$ 11.35	na	na	\$ 23,920	\$ 11.50	\$ 24,128	\$ 11.60	\$ 24,336	\$ 11.70
Senior Master Sergeant:	\$ 23,816	\$ 11.45	na	na	\$ 24,128	\$ 11.60	\$ 24,336	\$ 11.70	\$ 24,544	\$ 11.80

### HAZOPS

	annualized		SOP w/in 90 Days <sup>(1)</sup>		6 Months		1 Year		18 Months	
	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly
CHARLIE Risk Management Armed:	\$ 20,280	\$ 9.75	\$ 20,800	\$ 10.00	\$ 21,008	\$ 10.10	\$ 21,216	\$ 10.20	\$ 21,424	\$ 10.30
ATO	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly	annualized	hourly
Officer:	\$ 23,400	\$ 11.25	na	na	\$ 23,920	\$ 11.50	\$ 24,440	\$ 11.75	\$ 24,960	\$ 12.00
Corporal:	na	na	na	na	\$ 24,440	\$ 11.75	\$ 24,960	\$ 12.00	\$ 25,480	\$ 12.25
Sergeant:	na	na	na	na	\$ 24,960	\$ 12.00	\$ 25,480	\$ 12.25	\$ 26,000	\$ 12.50
Staff Sergeant:	na	na	na	na	\$ 26,000	\$ 12.50	\$ 26,520	\$ 12.75	\$ 27,040	\$ 13.00
Senior Master Sergeant:	na	na	na	na	\$ 26,520	\$ 12.75	\$ 27,040	\$ 13.00	\$ 27,560	\$ 13.25

*Annualized rates based on hourly rate over a 40hr week for a 52-week year.  
Tenure increases based on start date, not rank (i.e. time in service, not time in rank).  
(1) SOP Test must be passed within 90 days. Pay increase upon passing.*

**Certain special duty positions pay even more.** For example, SSG Field Training Officers, who train on foot patrol sites, receive an additional \$0.50/hr; and specially trained CIS Protection Officers assigned to Executive Protection or other special details can earn significantly more, depending upon the detail. Personnel assigned to new or emerging markets or service lines may be paid on different schedules, according to market.