



ONE VISION

FPD POLICE PAY PLAN 2020 - 2021

Effective 08/03/2020

POSITION	GRADE	JOB CODE	PERIOD	STEP - 0	STEP - 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6	STEP - 7	*POTENTIAL EARNINGS AFTER TOP OUT 3%LUMP SUM	
Police Officer Cadet	40 A	2004	Annual	\$64,132.12									
			Monthly	\$5,344.34									
			Bi-Weekly	\$2,466.62									
			Hourly (2080)	30.8328									
Police Officer Bailiff Fire Investigator	42 A	2504	Annual	\$68,129.62	\$72,975.24	\$75,164.44	\$77,419.16	\$79,741.74	\$82,134.26	\$85,419.10	\$88,836.28	\$91,501.37	
		2005	Monthly	\$5,677.47	\$6,081.27	\$6,263.70	\$6,451.60	\$6,645.15	\$6,844.52	\$7,118.26	\$7,403.02		
		1514	Bi-Weekly	\$2,620.37	\$2,806.74	\$2,890.94	\$2,977.66	\$3,066.99	\$3,159.01	\$3,285.35	\$3,416.78		
			Hourly (2080)	32.7546	35.0842	36.1367	37.2208	38.3374	39.4876	41.0669	42.7097		
Police Corporal	43 A	2506	Annual	\$73,647.60	\$75,856.82	\$78,132.86	\$80,476.76	\$82,891.38	\$85,378.02	\$88,793.38	\$92,344.98	\$95,115.33	
				Monthly	\$6,137.30	\$6,321.40	\$6,511.07	\$6,706.40	\$6,907.62	\$7,114.84	\$7,399.45	\$7,695.42	
				Bi-Weekly	\$2,832.60	\$2,917.57	\$3,005.11	\$3,095.26	\$3,188.13	\$3,283.77	\$3,415.13	\$3,551.73	
				Hourly (2080)	35.4075	36.4696	37.5639	38.6908	39.8516	41.0471	42.6891	44.3966	
Police Sergeant	52 A	2513	Annual	\$95,857.58	\$98,733.44	\$102,682.84						\$105,763.33	
				Monthly	\$7,988.13	\$8,227.79	\$8,556.90						
				Bi-Weekly	\$3,686.83	\$3,797.44	\$3,949.34						
				Hourly (2080)	46.0854	47.468	49.3667						
Police Lieutenant	57 A	2502	Annual	\$109,890.56	\$114,275.72	\$118,825.20						\$122,389.96	
				Monthly	\$9,157.55	\$9,522.98	\$9,902.10						
				Bi-Weekly	\$4,226.56	\$4,395.22	\$4,570.20						
				Hourly (2080)	52.832	54.9403	57.1275						
Police Deputy Chief	65 A	2500	Annual	\$126,750.78	\$131,820.78	\$137,080.84						\$141,193.27	
				Monthly	\$10,562.57	\$10,985.07	\$11,423.40						
				Bi-Weekly	\$4,875.03	\$5,070.03	\$5,272.34						
				Hourly (2080)	60.9379	63.3754	65.9043						
Police Assistant Chief	68 A	5017	Annual	\$145,911.74	\$150,289.10	\$154,797.76						\$159,441.69	
				Monthly	\$12,159.31	\$12,524.09	\$12,899.81						
				Bi-Weekly	\$5,611.99	\$5,780.35	\$5,953.76						
				Hourly (2080)	70.1499	72.2544	74.422						

* After each rank reaches their last step, they are eligible to receive a lump sum amount at an average of 3% each year until they move ranks or if the step pay plan gets adjusted.



ONE VISION

LATERAL HIRING PROGRAM

	STEP - 0	STEP - 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6	STEP - 7
YEARS EXPERIENCE	\$68,129.62	\$72,975.24	\$75,164.44	\$77,419.16	\$79,741.74	\$82,134.26	\$85,419.10	\$88,836.28
2								
3								
4								
5								
STARTING PAY								
COMPLETION OF 12 MONTH PROBATION								

TCOLE-certified Police Officer candidates are eligible for lateral pay (up to step 5) provided the following criteria are met:

- At least two (2) years of continuous service as a full-time, paid peace officer with a municipality, sheriff's office or DPS with at least 60 sworn officers and/or serving a population of at least 30,000
- Multiple agency service time should count if the agencies meet the above criteria and there was no break in service between agencies
- In cases where there is a break in service, only the most recent agency time will be considered

Out of state officers are eligible for lateral pay but must first complete a Basic Peace Officer Academy in Texas. Initial pay will start at Police Officer Step 1, and upon completion of the academy, salary will follow the Lateral Hiring Program matrix.

College system police officers are not automatically eligible for the Lateral Hiring Program. Eligibility will be evaluated on a case-by-case basis.

INCENTIVE/CERTIFICATE PAY

Incentive	2020	
Hiring Stipend	\$1350/1x payment	Police Officers
TCOLE Certifications		Eligible Ranks
Intermediate	\$50/month	Police Officer up to and including Police Lieutenant Dispatcher and Sr. Dispatcher
Advanced	\$80/month	
Master	\$120/month	Police Officer up to and including Police Chief Dispatcher and Sr. Dispatcher
Bilingual Pay		Eligible Ranks
Conversational	\$25/month	All Ranks Are Eligible
Reading	\$25/month	
Writing	\$25/month	
Conversational, Reading & Writing	\$25/month	
Translator	\$25/month	
Education		Eligible Ranks
Associate's Degree	\$50/month	Police Officer up to and including Police Lieutenant
Bachelor's Degree	\$150/month	
Master's Degree	\$200/month	Police Officer up to and including Police Chief
Assignment Pay		
FTO/CTO (Communications Training Officer)	\$50 per occurrence	Occurrence is One Pay Period

Eligibility for Certification/Education Pay begins upon employee's successful completion of their probationary period.
Retro actions will not go back past the beginning of the fiscal year.