

# PAY PLAN FY 2023

POSITION	GRADE	JOB CODE	PERIOD	STEP - 0	STEP - 1 < 12 MONTHS	STEP - 2 12 MONTHS	STEP - 3 24 MONTHS	STEP - 4 36 MONTHS	STEP - 5 48 MONTHS	STEP - 6 60 MONTHS	*POTENTIAL EARNINGS AFTER TOPPING OUT 3% LUMP SUM
Police Officer Recruit No experience	40 A	2004	Annual	\$74,000.16							
			Monthly	\$6,166.68							
			Bi-Weekly	\$2,846.16							
			Daily	\$284.6160							
			Hourly (2080)	\$35.5770							
<b>Police Officer Recruit with No Experience</b> - Upon successful completion of the academy and once sworn in by the Chief, move to Police Officer Step 1.											
Police Officer Recruit Out-of-state lateral	40 A	2004	Annual		\$75,480.08						
			Monthly		\$6,290.01						
			Bi-Weekly		\$2,903.08						
			Daily		\$290.31						
			Hourly (2080)		\$36.2885						
<b>Police Officer Recruit Out-of-State Lateral</b> - Upon successful completion of the academy and once sworn in by the Chief move to eligible lateral police step grade up to Step 4.											
Police Officer Bailiff	42 A	2504 2005	Annual		\$78,499.20	\$81,639.22	\$84,904.82	\$88,300.94	\$91,833.04	\$95,506.32	\$98,371.51
			Monthly		\$6,541.60	\$6,803.27	\$7,075.40	\$7,358.41	\$7,652.75	\$7,958.86	
			Bi-Weekly		\$3,019.20	\$3,139.97	\$3,265.57	\$3,396.19	\$3,532.04	\$3,673.32	
			Daily		\$301.92	\$313.9970	\$326.5570	\$339.6190	\$353.2040	\$367.3320	
			Hourly (2080)		\$37.74	\$39.2496	\$40.8196	\$42.4524	\$44.1505	\$45.9165	
<b>Eligible In-State Certified Officers with Experience</b> - Start in the eligible lateral police officer step grade up to Step 4.											
Police Corporal	43 A	2506	Annual					\$99,326.50	\$102,306.36	\$105,375.40	\$108,536.66
			Monthly					\$8,277.21	\$8,525.53	\$8,781.28	
			Bi-Weekly					\$3,820.25	\$3,934.86	\$4,052.90	
			Daily					\$382.0250	\$393.4860	\$405.29	
			Hourly (2080)					\$47.7531	\$49.1858	\$50.6613	
<b>Corporal</b> - Officers who promote to Corporal move one step higher in the Corporal grade than their current Police Officer step.											
Police Sergeant	52 A	2513	Annual	\$110,644.30	\$113,963.72	\$117,382.46					\$120,903.93
			Monthly	\$9,220.36	\$9,496.98	\$9,781.87					
			Bi-Weekly	\$4,255.55	\$4,383.22	\$4,541.71					
			Daily	\$425.5550	\$438.3220	\$451.4710					
			Hourly (2080)	\$53.1944	\$54.7903	\$56.4339					
Police Lieutenant	57 A	2502	Annual	\$123,251.70	\$126,949.16	\$130,757.64					\$134,680.37
			Monthly	\$10,270.98	\$10,579.10	\$10,896.47					
			Bi-Weekly	\$4,740.45	\$4,882.66	\$5,029.14					
			Daily	\$474.0450	\$488.2660	\$502.9140					
			Hourly (2080)	\$59.2556	\$61.0333	\$62.8643					
Police Deputy Chief	65 A	2500	Annual	\$141,218.22	\$145,454.92	\$149,818.50					\$154,313.06
			Monthly	\$11,768.19	\$12,121.24	\$12,484.88					
			Bi-Weekly	\$5,431.47	\$5,594.42	\$5,762.25					
			Daily	\$543.1470	\$559.4420	\$576.2250					
			Hourly (2080)	\$67.8934	\$69.9303	\$72.0281					
Police Assistant Chief Exempt	68 A	2515	Annual		\$172,000.14	\$184,900.04					\$190,447.04
			Monthly		\$14,333.35	\$15,408.34					
			Bi-Weekly		\$6,615.39	\$7,111.54					
			Daily		\$661.5390	\$711.1540					
			Hourly (2080)		\$82.6924	\$88.8943					



**Lateral Program Pay Eligibility Requirements**

Generally, the following criteria is used to evaluate candidates for lateral pay eligibility.

- » At least two (2) years of continuous service as a full-time, paid peace officer, with a municipality, sheriff’s office or department of public safety within the last 6 months prior to application
- » Multiple agency service time counts if there were no breaks in service between agencies and both agencies meet the lateral pay criteria
- » In cases where there is a break in service, only the most recent agency time will be considered
- » College campus officers, and officers from smaller agencies (60 sworn officers or less and/or servicing a population of less than 30,000) will be evaluated on a case-by-case basis
- » Time spent in field training and the basic police academy is not considered experience when calculating years of service for the lateral program

The Chief of Police can waive these requirements and has final discretion on eligibility into the program

Officers eligible for lateral pay will be notified in the hiring process and their police officer step grade noted on their hiring forms

**In-State Texas Certified Officers with Experience**

Hired at Police Officer step grade in accordance with the years of service matrix up to step 4

At one year date of anniversary hire – Employee moves to next higher Police Officer step grade

At the completion of FTO

- » Certification pay and education pay, if eligible, begins

**Out-of-State Police Officers with Experience**

Hired at Recruit step 1

Upon successful completion of the academy, and once sworn in by the Chief, enter pay scale at eligible lateral step, up to Police Officer step 4

At one year date of anniversary hire – Employee moves to next higher Police Officer step grade

At the completion of FTO

- » Certification pay and education pay, if eligible, begins

Lateral Hiring Program Matrix	
Years of Service	Police Officer Step Grade
2	Step 2
3	Step 3
4+	Step 4



# INCENTIVE AND CERTIFICATE PAY

FY 2023

## Incentive

Hiring Stipend	\$500/1x payment	Police Officers
Fitness	Up to \$1,200/year	Police Officers

## TCOLE Certifications

### Eligible Ranks

Intermediate	\$60/month	Police Officer up to and including Lieutenant, Dispatcher, and Sr. Dispatcher
Advanced	\$100/month	Police Officer up to and including Lieutenant, Dispatcher, and Sr. Dispatcher
Master	\$150/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	All Ranks Are Eligible
Writing	\$25/month	All Ranks Are Eligible
Conversational, Reading, and Writing	\$25/month	All Ranks Are Eligible
Translator	\$25/month	All Ranks Are Eligible

## Education

### Eligible Ranks

Associate's Degree	\$50/month	Police Officer up to and including Lieutenant
Bachelor's Degree	\$150/month	Police Officer up to and including Lieutenant
Master's Degree	\$200/month	Police Officer up to and including Police Chief

## Assignment Pay

FTO/CTO (Communications Training Officer)	\$125 per occurrence	Occurrence is one pay period
---	----------------------	------------------------------

- » Eligibility for Certification/Education Pay begins upon the employee completing FTO.
- » Retro actions will not go back past the beginning of the fiscal year.
- » Hiring stipend is for miscellaneous equipment. Firearm, uniforms, and most leather gear are issued.

