



CITY OF KILLEEN
Police Pay Plan

Effective October 1, 2015

		P00-01 <u>Probationary</u>									
Grade/Step <u>Year:</u>											
Police Officer Grade P00	Monthly	\$3,743									
	Annual	\$44,920									
<hr/>											
Grade/Step <u>Year:</u>		P01-1 <u>1</u>	P01-2 <u>2</u>	P01-3 <u>3</u>	P01-4 <u>4</u>	P01-5 <u>5</u>	P01-6 <u>6</u>	P01-7 <u>7</u>	P01-8 <u>8</u>	P01-9 <u>9</u>	
Police Officer Grade P1	Monthly	\$4,071	\$4,203	\$4,334	\$4,465	\$4,596	\$4,729	\$4,729	\$4,860	\$4,860	
	Annual	\$48,851	50438	52011	53584	55156	56742	56742	58315	58315	
<hr/>											
Grade/Step <u>Year:</u>		P01-10 <u>10</u>	P01-11 <u>11</u>	P01-12 <u>12</u>	P01-13 <u>13</u>	P01-14 <u>14</u>	P01-15 <u>15</u>	P01-16 <u>16</u>	P01-17 <u>17</u>	P01-18 <u>18+</u>	
	Monthly	\$4,991	\$4,991	\$5,122	\$5,122	\$5,254	\$5,254	\$5,385	\$5,385	\$5,516	
	Annual	\$59,888	\$59,888	\$61,460	\$61,460	\$63,047	\$63,047	\$64,620	\$64,620	\$66,193	
<hr/>											
Step: <u>Year:</u>		1 <u>1</u>	2 <u>2</u>	3 <u>3</u>	4 <u>4</u>	5 <u>5</u>	6 <u>6</u>	7 <u>7</u>	8 <u>8</u>	9 <u>9</u>	10 <u>10+</u>
Police Sergeant Grade P2	Monthly		\$5,821	\$5,821	\$6,017	\$6,017	\$6,212	\$6,212	\$6,212	\$6,212	\$6,406
	Annual		\$69,853	\$69,853	\$72,206	\$72,206	\$74,542	\$74,542	\$74,542	\$74,542	\$76,878
Police Lieutenant Grade P3	Monthly		\$6,764	\$6,764	\$6,960	\$6,960	\$7,155	\$7,155	\$7,155	\$7,155	\$7,350
	Annual		\$81,167	\$81,167	\$83,519	\$83,519	\$85,855	\$85,855	\$85,855	\$85,855	\$88,206
Police Captain Grade P4	Monthly		\$7,675	\$7,675	\$7,871	\$7,871	\$8,066	\$8,066	\$8,066	\$8,066	\$8,260
	Annual		\$92,099	\$92,099	\$94,451	\$94,451	\$96,787	\$96,787	\$96,787	\$96,787	\$99,123
Assistant Chief of Police Grade P6	Monthly		\$8,814	\$8,814	\$9,008	\$9,008	\$9,203	\$9,203	\$9,203	\$9,203	\$9,399
	Annual		\$105,764	\$105,764	\$108,100	\$108,100	\$110,439	\$110,439	\$110,439	\$110,439	\$112,788



CITY OF KILLEEN
Police Pay Plan

Effective October 1, 2015

<u>Police Incentive Pay</u>	<u>Monthly</u>	<u>Police Assignment Pay</u>	<u>Monthly</u>
Associate Degree or ,	\$100	Bilingual Certification (Level I)	\$50
Bachelor Degree or ,	\$200	Bilingual Certification (Level II)	\$75
Master's Degree	\$300	Clothing	\$50
AND		Field Training Officer	\$75
Intermediate Certificate or ,	\$60	Investigator	\$50
Advanced Certificate or ,	\$75	HAZMAT Certification	\$100
Master Peace Officer	\$100	Permanent Shift Differential	3% of Base Pay
		(Patrol Personnel only)	
		TRU (Tactical Response Unit)	\$75

NOTE: Officers may receive an education incentive in conjunction with Police Officer certification pay.

Hiring Incentive Pay

Individuals with a

Stage one: \$2,000 paid on the first regular payday after the licensed officer is hired by the department and begins the FTO (field training) program.

Stage two: \$1,000 paid when the Police department affirms that the Probationary Police Officer has successfully completed the first year of service with the department; payment of this incentive will be made during the last pay period of the first year of service.