



# POLICE PAY PLAN

**EFFECTIVE JUNE 16, 2014**

SVC YR	POLICE OFFICER	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR	YEAR FIVE	YEAR SIX	YEAR EIGHT	YEAR TEN	YEAR TWELVE	YEAR FOURTEEN	YEAR SIXTEEN	YEAR EIGHTEEN
<b>PROBATIONARY</b>													
	3,466	3,769	3,892	4,013	4,135	4,256	4,378	4,500	4,621	4,742	4,865	4,986	5,108
	41,593	45,233	46,703	48,159	49,616	51,071	52,540	53,996	55,453	56,908	58,378	59,834	61,291
		YEAR 1-2	YEAR 3-4	YEAR 5-9	YEAR 10+								
<b>POLICE SERGEANT</b>		5,390	5,571	5,752	5,932								
		64,679	66,857	69,020	71,183								
<b>POLICE LIEUTENANT</b>		6,263	6,444	6,625	6,806								
		75,155	77,332	79,495	81,672								
<b>POLICE CAPTAIN</b>		7,106	7,288	7,468	7,648								
		85,277	87,455	89,618	91,781								
<b>ASSIST CHIEF OF POLICE</b>		8,161	8,341	8,522	8,703								
		97,930	100,093	102,258	104,433								

**Police Incentive Pay**

Associate Degree or,	\$100
Bachelor Degree or,	\$200
Master's Degree	\$300

**AND**

Intermediate Certificate or,	\$60
Advanced Certificate or,	\$75
Master Peace Officer	\$100

*(Officers may receive education in conjunction with Police Officer certification pay)*

**Hiring Incentive:**

*Individuals with a TCLEOSE license are offered the incentive in two stages:*

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 during the first year of service.

**Police Assignment Pay**

Bilingual Certification(Level II)	\$75
Clothing	\$50
Field Training Officer	\$75
Hostage Negotiation Team	\$75
Investigator	\$50
SWAT	\$75
HAZMAT Certification	\$100
Shift Differential	(Patrol personnel only) 3% of Base Pay