



**CITY OF KILLEEN
POLICE PAY PLAN FY 26**

Effective: October 1, 2025

Position Title	Grade	Step/Year	1	2	3	4	5	6
Probationary Police Officer ⁽¹⁾	PPO	Annual	\$ 67,640.14	\$ 73,136.54	\$ 75,356.53	\$ 77,549.68	\$ 79,742.62	\$ 81,935.57
		Hourly	\$ 32.5193	\$ 35.1618	\$ 36.2291	\$ 37.2835	\$ 38.3378	\$ 39.3921

⁽¹⁾ Probationary Police Officer - Certified Officer / 12 months probation; Non-certified Officer / 18 months probation; Officers hired on Step 1: Pay increases are effective with the completion of the probationary period of 18 months. This is a Non-Civil Service position.

Position Title	Grade	Step/Year	1	2	3	4	5	6
Police Officer	P10	Annual	\$ 73,161.30	\$ 75,377.12	\$ 77,574.85	\$ 79,771.95	\$ 81,967.39	\$ 84,181.97
			Hourly	\$ 35.1737	\$ 36.2390	\$ 37.2956	\$ 38.3519	\$ 39.4074
		Annual	\$ 84,181.97	\$ 86,379.49	\$ 86,379.49	\$ 88,576.59	\$ 88,576.59	\$ 90,772.24
			Hourly	\$ 40.4721	\$ 41.5286	\$ 41.5286	\$ 42.5849	\$ 42.5849
		Annual	\$ 90,772.24	\$ 92,988.48	\$ 95,185.58	\$ 97,382.48		
			Hourly	\$ 43.6405	\$ 44.7060	\$ 45.7623	\$ 46.8185	

Position Title	Grade	Step/Year	1	2	3	4	5
Police Sergeant	P20	Annual	\$ 102,494.29	\$ 102,494.29	\$ 105,780.48	\$ 105,780.48	\$ 109,042.96
			Hourly	\$ 49.2761	\$ 49.2761	\$ 50.8560	\$ 50.8560
		Annual	\$ 109,042.96	\$ 109,042.96	\$ 109,042.96	\$ 109,042.96	\$ 112,306.06
			Hourly	\$ 52.4245	\$ 52.4245	\$ 52.4245	\$ 52.4245

Position Title	Grade	Step/Year	1	2	3	4	5
Police Lieutenant	P30	Annual	\$ 118,295.84	\$ 118,295.84	\$ 121,580.16	\$ 121,580.16	\$ 124,843.26
			Hourly	\$ 56.8730	\$ 56.8730	\$ 58.4520	\$ 58.4520
		Annual	\$ 124,843.26	\$ 124,843.26	\$ 124,843.26	\$ 124,843.26	\$ 128,126.75
			Hourly	\$ 60.0208	\$ 60.0208	\$ 60.0208	\$ 60.0208

Position Title	Grade	Step/Year	1	2	3	4	5
Police Commander	P40	Annual	\$ 133,564.91	\$ 133,564.91	\$ 136,849.65	\$ 136,849.65	\$ 140,111.09
			Hourly	\$ 64.2139	\$ 64.2139	\$ 65.7931	\$ 65.7931
		Annual	\$ 140,111.09	\$ 140,111.09	\$ 140,111.09	\$ 140,111.09	\$ 143,374.19
			Hourly	\$ 67.3611	\$ 67.3611	\$ 67.3611	\$ 67.3611

Position Title	Grade	Step/Year	1	2	3	4	5
Assistant Chief of Police	P50	Annual	\$ 152,650.16	\$ 152,650.16	\$ 155,912.64	\$ 155,912.64	\$ 159,178.45
			Hourly	\$ 73.3895	\$ 73.3895	\$ 74.9580	\$ 74.9580
		Annual	\$ 159,178.45	\$ 159,178.45	\$ 159,178.45	\$ 159,178.45	\$ 162,459.02
			Hourly	\$ 76.5281	\$ 76.5281	\$ 76.5281	\$ 76.5281

Police Incentive Pay	Per Pay
Associate Degree or	\$46.15
Bachelor Degree or	\$92.31
Master's Degree	\$138.46
AND	
Intermediate Certificate or	\$27.69
Advanced Certificate or	\$34.62
Master Peace Officer	\$46.15

Police Assignment Pay	Per Pay
Bilingual Certification (Level I)	\$23.08
Bilingual Certification (Level II)	\$34.62
Clothing	\$23.08
Field Training Officer	\$92.31
Investigator	\$23.08
HAZMAT Certification	\$46.15
Permanent Shift Differential	3% of Base Pay
TRU (Tactical Response Unit)	\$34.62

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



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Hiring Incentive Pay

Individuals with a TOOLE license and two years experience are offered the incentive in three stages:

Stage one:

\$5,000 paid when the officer completes six months of continuous full-time employment (from date of hire) or police academy training component, whichever is later.

Stage two:

\$5,000 paid when the officer completes 12 months of continuous full-time employment (from date of hire) or field training component, whichever is later.

Stage three:

\$5,000 paid when the officer is released from probationary status, provided all new employee training has been satisfactorily completed.