



CITY OF KILLEEN POLICE PAY PLAN FY 20-21

Effective: October 1, 2020

	<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Probationary	Annual	\$ 50,099.71	\$ 54,491.01	\$ 56,264.83	\$ 58,017.02	\$ 59,769.22	\$ 61,521.41
Police Officer*	Hourly	\$ 24.0864	\$ 26.1976	\$ 27.0504	\$ 27.8928	\$ 28.7352	\$ 29.5776
Grade PPO							

	<u>Year</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
	<u>Grade/Step</u>	<u>P10-1</u>	<u>P10-2</u>	<u>P10-3</u>	<u>P10-4</u>	<u>P10-5</u>	<u>P10-6</u>	<u>P10-7</u>	<u>P10-8</u>	<u>P10-9</u>
Police Officer	Annual	\$ 54,510.98	\$ 56,281.47	\$ 58,037.20	\$ 59,792.51	\$ 61,546.58	\$ 63,316.24	\$ 63,316.24	\$ 65,071.55	\$ 65,071.55
Grade P10	Hourly	\$ 26.2072	\$ 27.0584	\$ 27.9025	\$ 28.7464	\$ 29.5897	\$ 30.4405	\$ 30.4405	\$ 31.2844	\$ 31.2844
	<u>Year</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18+</u>
	<u>Grade/Step</u>	<u>P10-10</u>	<u>P10-11</u>	<u>P10-12</u>	<u>P10-13</u>	<u>P10-14</u>	<u>P10-15</u>	<u>P10-16</u>	<u>P10-17</u>	<u>P10-18</u>
	Annual	\$ 66,827.07	\$ 66,827.07	\$ 68,581.14	\$ 68,581.14	\$ 70,351.84	\$ 70,351.84	\$ 72,107.15	\$ 72,107.15	\$ 73,862.67
	Hourly	\$ 32.1284	\$ 32.1284	\$ 32.9717	\$ 32.9717	\$ 33.8230	\$ 33.8230	\$ 34.6669	\$ 34.6669	\$ 35.5109

	<u>Step/Year:</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Police Sergeant	Annual	\$ 77,946.54	\$ 77,946.54	\$ 80,572.13	\$ 80,572.13	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 83,178.78	\$ 85,785.86
Grade P20	Hourly	\$ 37.4743	\$ 37.4743	\$ 38.7366	\$ 38.7366	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 39.9898	\$ 41.2432
Police Lieutenant	Annual	\$ 90,571.31	\$ 90,571.31	\$ 93,195.65	\$ 93,195.65	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 95,802.51	\$ 98,425.81
Grade P30	Hourly	\$ 43.5439	\$ 43.5439	\$ 44.8056	\$ 44.8056	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 46.0589	\$ 47.3201
Police Captain	Annual	\$ 102,770.51	\$ 102,770.51	\$ 105,395.26	\$ 105,395.26	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 108,001.09	\$ 110,607.95
Grade P40	Hourly	\$ 49.4089	\$ 49.4089	\$ 50.6708	\$ 50.6708	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 51.9236	\$ 53.1769
Assistant Chief of Police	Annual	\$ 118,018.99	\$ 118,018.99	\$ 120,625.65	\$ 120,625.65	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 123,235.01	\$ 125,856.02
Grade P50	Hourly	\$ 56.7399	\$ 56.7399	\$ 57.9931	\$ 57.9931	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 59.2476	\$ 60.5077

* 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.



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<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
		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 TCOLE 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 of the first year of service.