



**CITY OF KILLEEN  
Police Pay Plan**

Effective: June 1, 2014

	Step: Year:	<u>Probationary</u>	P01-1 <u>One</u>	P01-2 <u>Two</u>	P01-3 <u>Three</u>	P01-4 <u>Four</u>	P01-5 <u>Five</u>	P01-6 <u>Six</u>	P01-7 <u>Eight</u>	P01-8 <u>Ten</u>	P01-9 <u>Twelve</u>	P01-10 <u>Fourteen</u>	P01-11 <u>Sixteen</u>	P01-12 <u>Eighteen</u>
Police Officer Grade P00/P1	Monthly Annual	3,466 41,593	3,769 45,232	3,892 46,702	4,013 48,159	4,135 49,615	4,256 51,070	4,378 52,539	4,500 53,996	4,621 55,452	4,742 56,908	4,865 58,377	4,986 59,834	5,108 61,290
	Step: Year:		1 <u>1-2</u>	2 <u>3-4</u>	3 <u>5-9</u>	4 <u>10+</u>								
Police Sergeant Grade P2	Monthly Annual		5,390 64,679	5,571 66,857	5,752 69,020	5,932 71,183								
Police Lieutenant Grade P3	Monthly Annual		6,263 75,155	6,444 77,332	6,625 79,495	6,806 81,672								
Police Captain Grade P4	Monthly Annual		7,106 85,277	7,288 87,455	7,468 89,618	7,648 91,781								
Assistant Chief of Police Grade P6	Monthly Annual		8,161 97,930	8,341 100,093	8,522 102,258	8,703 104,433								

Police Incentive Pay

Associate Degree <b>or</b> ,	\$100
Bachelor Degree <b>or</b> ,	\$200
Master's Degree	\$300
<b>AND</b>	
Intermediate Certificate <b>or</b> ,	\$60
Advanced Certificate <b>or</b> ,	\$75
Master Peace Officer	\$100

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



CITY OF KILLEEN  
Police Pay Plan

Effective: June 1, 2014

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.