



CITY OF KILLEEN POLICE PAY PLAN FY 2022

Effective: October 1, 2021

	<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Probationary	Annual	\$ 52,103.79	\$ 56,670.64	\$ 58,515.39	\$ 60,337.68	\$ 62,159.97	\$ 63,982.26
Police Officer*	Hourly	\$ 25.0499	\$ 27.2455	\$ 28.1324	\$ 29.0085	\$ 29.8846	\$ 30.7607
Grade PP0	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 56,263.79	\$ 60,830.64	\$ 62,675.39	\$ 64,497.68	\$ 66,319.97	\$ 68,142.26
	Total Hourly	\$ 27.0499	\$ 29.2455	\$ 30.1324	\$ 31.0085	\$ 31.8846	\$ 32.7607

	<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	\$ 56,691.44	\$ 58,532.66	\$ 60,358.69	\$ 62,184.30	\$ 64,008.46	\$ 65,848.85	\$ 65,848.85	\$ 67,674.46	\$ 67,674.46
Grade P10	Hourly	\$ 27.2555	\$ 28.1407	\$ 29.0186	\$ 29.8963	\$ 30.7733	\$ 31.6581	\$ 31.6581	\$ 32.5358	\$ 32.5358
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 60,851.44	\$ 62,692.66	\$ 64,518.69	\$ 66,344.30	\$ 68,168.46	\$ 70,008.85	\$ 70,008.85	\$ 71,834.46	\$ 71,834.46
	Total Hourly	\$ 29.2555	\$ 30.1407	\$ 31.0186	\$ 31.8963	\$ 32.7733	\$ 33.6581	\$ 33.6581	\$ 34.5358	\$ 34.5358

	<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	\$ 69,500.08	\$ 69,500.08	\$ 71,324.45	\$ 71,324.45	\$ 73,165.87	\$ 73,165.87	\$ 74,991.49	\$ 74,991.49	\$ 76,817.10
	Hourly	\$ 33.4135	\$ 33.4135	\$ 34.2906	\$ 34.2906	\$ 35.1759	\$ 35.1759	\$ 36.0536	\$ 36.0536	\$ 36.9313
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 73,660.08	\$ 73,660.08	\$ 75,484.45	\$ 75,484.45	\$ 77,325.87	\$ 77,325.87	\$ 79,151.49	\$ 79,151.49	\$ 80,977.10
	Total Hourly	\$ 35.4135	\$ 35.4135	\$ 36.2906	\$ 36.2906	\$ 37.1759	\$ 37.1759	\$ 38.0536	\$ 38.0536	\$ 38.9313



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	<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	\$ 81,064.46	\$ 81,064.46	\$ 83,795.09	\$ 83,795.09	\$ 86,505.95	\$ 86,505.95	\$ 86,505.95	\$ 86,505.95	\$ 86,505.95	\$ 89,217.23
Grade P20	Hourly	\$ 38.9733	\$ 38.9733	\$ 40.2861	\$ 40.2861	\$ 41.5894	\$ 41.5894	\$ 41.5894	\$ 41.5894	\$ 41.5894	\$ 42.8929
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 85,224.46	\$ 85,224.46	\$ 87,955.09	\$ 87,955.09	\$ 90,665.95	\$ 90,665.95	\$ 90,665.95	\$ 90,665.95	\$ 90,665.95	\$ 93,377.23
	Total Hourly	\$ 40.9733	\$ 40.9733	\$ 42.2861	\$ 42.2861	\$ 43.5894	\$ 43.5894	\$ 43.5894	\$ 43.5894	\$ 43.5894	\$ 44.8929
Police Lieutenant	Annual	\$ 94,194.26	\$ 94,194.26	\$ 96,923.42	\$ 96,923.42	\$ 99,634.70	\$ 99,634.70	\$ 99,634.70	\$ 99,634.70	\$ 99,634.70	\$ 102,362.83
Grade P30	Hourly	\$ 45.2857	\$ 45.2857	\$ 46.5978	\$ 46.5978	\$ 47.9013	\$ 47.9013	\$ 47.9013	\$ 47.9013	\$ 47.9013	\$ 49.2129
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 98,354.26	\$ 98,354.26	\$ 101,083.42	\$ 101,083.42	\$ 103,794.70	\$ 103,794.70	\$ 103,794.70	\$ 103,794.70	\$ 103,794.70	\$ 106,522.83
	Total Hourly	\$ 47.2857	\$ 47.2857	\$ 48.5978	\$ 48.5978	\$ 49.9013	\$ 49.9013	\$ 49.9013	\$ 49.9013	\$ 49.9013	\$ 51.2129
Police Captain	Annual	\$ 106,881.42	\$ 106,881.42	\$ 109,611.01	\$ 109,611.01	\$ 112,321.04	\$ 112,321.04	\$ 112,321.04	\$ 112,321.04	\$ 112,321.04	\$ 115,032.32
Grade P40	Hourly	\$ 51.3853	\$ 51.3853	\$ 52.6976	\$ 52.6976	\$ 54.0005	\$ 54.0005	\$ 54.0005	\$ 54.0005	\$ 54.0005	\$ 55.3040
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 111,041.42	\$ 111,041.42	\$ 113,771.01	\$ 113,771.01	\$ 116,481.04	\$ 116,481.04	\$ 116,481.04	\$ 116,481.04	\$ 116,481.04	\$ 119,192.32
	Total Hourly	\$ 53.3853	\$ 53.3853	\$ 54.6976	\$ 54.6976	\$ 56.0005	\$ 56.0005	\$ 56.0005	\$ 56.0005	\$ 56.0005	\$ 57.3040
Assistant Chief of Police	Annual	\$ 122,739.76	\$ 122,739.76	\$ 125,450.62	\$ 125,450.62	\$ 128,164.40	\$ 128,164.40	\$ 128,164.40	\$ 128,164.40	\$ 128,164.40	\$ 130,890.24
Grade P50	Hourly	\$ 59.0095	\$ 59.0095	\$ 60.3128	\$ 60.3128	\$ 61.6175	\$ 61.6175	\$ 61.6175	\$ 61.6175	\$ 61.6175	\$ 62.9280
	Premium Rate	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00	\$ 2.00
	Total Annual	\$ 126,899.76	\$ 126,899.76	\$ 129,610.62	\$ 129,610.62	\$ 132,324.40	\$ 132,324.40	\$ 132,324.40	\$ 132,324.40	\$ 132,324.40	\$ 135,050.24
	Total Hourly	\$ 61.0095	\$ 61.0095	\$ 62.3128	\$ 62.3128	\$ 63.6175	\$ 63.6175	\$ 63.6175	\$ 63.6175	\$ 63.6175	\$ 64.9280

* 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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Effective: October 1, 2021

<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.