



CITY OF KILLEEN  
Police Pay Plan

Effective: October 1, 2019

	<u>Step</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Probationary	Annual	\$ 48,172.80	\$ 52,395.20	\$ 54,100.80	\$ 55,785.60	\$ 57,470.40	\$ 59,155.20
Police Officer*	Hourly	\$ 23.1600	\$ 25.1900	\$ 26.0100	\$ 26.8200	\$ 27.6300	\$ 28.4400
Grade P00							

	<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>P01-1</u>	<u>P01-2</u>	<u>P01-3</u>	<u>P01-4</u>	<u>P01-5</u>	<u>P01-6</u>	<u>P01-7</u>	<u>P01-8</u>	<u>P01-9</u>
Police Officer	Annual	\$ 52,414.34	\$ 54,116.82	\$ 55,804.94	\$ 57,492.86	\$ 59,179.33	\$ 60,880.98	\$ 60,880.98	\$ 62,568.90	\$ 62,568.90
Grade P1	Hourly	\$ 25.1992	\$ 26.0177	\$ 26.8293	\$ 27.6408	\$ 28.4516	\$ 29.2697	\$ 29.2697	\$ 30.0812	\$ 30.0812
	<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>P01-10</u>	<u>P01-11</u>	<u>P01-12</u>	<u>P01-13</u>	<u>P01-14</u>	<u>P01-15</u>	<u>P01-16</u>	<u>P01-17</u>	<u>P01-18</u>
	Annual	\$ 64,256.82	\$ 64,256.82	\$ 65,943.49	\$ 65,943.49	\$ 67,645.97	\$ 67,645.97	\$ 69,333.89	\$ 69,333.89	\$ 71,021.81
	Hourly	\$ 30.8927	\$ 30.8927	\$ 31.7036	\$ 31.7036	\$ 32.5221	\$ 32.5221	\$ 33.3336	\$ 33.3336	\$ 34.1451

	<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	\$ 74,948.64	\$ 74,948.64	\$ 77,473.14	\$ 77,473.14	\$ 79,979.54	\$ 79,979.54	\$ 79,979.54	\$ 79,979.54	\$ 79,979.54	\$ 82,486.35
Grade P2	Hourly	\$ 36.0330	\$ 36.0330	\$ 37.2467	\$ 37.2467	\$ 38.4517	\$ 38.4517	\$ 38.4517	\$ 38.4517	\$ 38.4517	\$ 39.6569
Police Lieutenant	Annual	\$ 87,087.73	\$ 87,087.73	\$ 89,611.18	\$ 89,611.18	\$ 92,117.79	\$ 92,117.79	\$ 92,117.79	\$ 92,117.79	\$ 92,117.79	\$ 94,640.21
Grade P3	Hourly	\$ 41.8691	\$ 41.8691	\$ 43.0823	\$ 43.0823	\$ 44.2874	\$ 44.2874	\$ 44.2874	\$ 44.2874	\$ 44.2874	\$ 45.5001
Police Captain	Annual	\$ 98,817.89	\$ 98,817.89	\$ 101,341.55	\$ 101,341.55	\$ 103,847.12	\$ 103,847.12	\$ 103,847.12	\$ 103,847.12	\$ 103,847.12	\$ 106,353.73
Grade P4	Hourly	\$ 47.5086	\$ 47.5086	\$ 48.7219	\$ 48.7219	\$ 49.9265	\$ 49.9265	\$ 49.9265	\$ 49.9265	\$ 49.9265	\$ 51.1316
Assistant Chief of Police	Annual	\$ 113,479.81	\$ 113,479.81	\$ 115,986.21	\$ 115,986.21	\$ 118,495.10	\$ 118,495.10	\$ 118,495.10	\$ 118,495.10	\$ 118,495.10	\$ 121,015.44
Grade P6	Hourly	\$ 54.5576	\$ 54.5576	\$ 55.7626	\$ 55.7626	\$ 56.9688	\$ 56.9688	\$ 56.9688	\$ 56.9688	\$ 56.9688	\$ 58.1805

Note:  
\* 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 <b>or</b>	\$100	Bilingual Certification (Level I)	\$50
Bachelor Degree <b>or</b>	\$200	Bilingual Certification (Level II)	\$75
Master's Degree	\$300	Clothing	\$50
<b>AND</b>		Field Training Officer	\$75
Intermediate Certificate <b>or</b>	\$60	Investigator	\$50
Advanced Certificate <b>or</b>	\$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*

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.