



**City of Denton
Civil Service Police Pay Plan
FY 2016-2017**

Effective March 25, 2017

| Position ID | Title | | Based on Certification and Academic Status | | |
|-------------|----------------|------------|--|-------------|-------------|
| | | | Entry | Step 1 | Step 2 |
| HA0009 | Police Recruit | Annual | \$57,717.00 | \$58,441.00 | \$59,165.00 |
| | | Monthly | \$4,809.75 | \$4,870.08 | \$4,930.42 |
| | | Pay Period | \$2,219.88 | \$2,247.73 | \$2,275.58 |
| | | Hourly | \$27.749 | \$28.097 | \$28.445 |

| Position ID | Title | | Step A* | Step B* | Step C* | Step D* | Step E* | Step F* | Step G* | Step H* |
|-------------|----------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | | 1 Year | 2 Years | 3 Years | 5 Years | 7 Years | 9 Years | 12 Years | 15 Years |
| HA0010 | Police Officer | Annual | \$63,294.00 | \$65,767.43 | \$68,240.86 | \$70,714.29 | \$73,187.72 | \$75,661.15 | \$78,134.58 | \$80,608.00 |
| | | Monthly | \$5,274.50 | \$5,480.62 | \$5,686.74 | \$5,892.86 | \$6,098.98 | \$6,305.10 | \$6,511.22 | \$6,717.33 |
| | | Pay Period | \$2,434.38 | \$2,529.52 | \$2,624.65 | \$2,719.78 | \$2,814.91 | \$2,910.04 | \$3,005.18 | \$3,100.31 |
| | | Hourly | \$30.430 | \$31.619 | \$32.808 | \$33.997 | \$35.186 | \$36.376 | \$37.565 | \$38.754 |

| Position ID | Title | | Step A | Step B** | Step C** |
|-------------|---------------------|------------|--------------|--------------|--------------|
| | | | At Promotion | 3 Years | 5 Years |
| HC0010 | Police Sergeant | Annual | \$87,128.00 | \$91,223.50 | \$95,319.00 |
| | | Monthly | \$7,260.67 | \$7,601.96 | \$7,943.25 |
| | | Pay Period | \$3,351.08 | \$3,508.60 | \$3,666.12 |
| | | Hourly | \$41.888 | \$43.857 | \$45.826 |
| HD0010 | Police Lieutenant | Annual | \$101,484.00 | \$105,141.50 | \$108,799.00 |
| | | Monthly | \$8,457.00 | \$8,761.79 | \$9,066.58 |
| | | Pay Period | \$3,903.23 | \$4,043.90 | \$4,184.58 |
| | | Hourly | \$48.790 | \$50.549 | \$52.307 |
| HE0011 | Police Deputy Chief | Annual | \$112,801.00 | \$121,193.50 | \$129,586.00 |
| | | Monthly | \$9,400.08 | \$10,099.46 | \$10,798.83 |
| | | Pay Period | \$4,338.50 | \$4,661.29 | \$4,984.08 |
| | | Hourly | \$54.231 | \$58.266 | \$62.301 |

* Step increases are based on anniversary date.

** Step increases are based on promotional anniversary date. Step B rates go into effect at the beginning of their 3rd year and Step C rates go into effect at the beginning of their 5th year.



City of Denton
Civil Service Police
Assignment, Cellular, Certification and Education Pay
FY 2017-2018

Effective October 1, 2017

| Assignment¹ | Annualized Rate | Monthly | Pay Period |
|--|------------------------|----------------|-------------------|
| Administrative Services ² | \$1,200.00 | \$100.00 | \$46.154 |
| Field Training Officer | \$1,200.00 | \$100.00 | \$46.154 |
| Hostage Negotiator | \$1,200.00 | \$100.00 | \$46.154 |
| Investigative Services Bureau ³ | \$1,200.00 | \$100.00 | \$46.154 |
| Tactical Team | \$1,200.00 | \$100.00 | \$46.154 |
| Traffic Enforcement Unit ⁴ | \$1,200.00 | \$100.00 | \$46.154 |

| Cellular Phone | Annualized Rate | Monthly | Pay Period |
|---|------------------------|----------------|-------------------|
| Depends on assignment and whether the employee chooses an allowance | | | |

| Certification⁵ | Annualized Rate | Monthly | Pay Period |
|----------------------------------|------------------------|----------------|-------------------|
| Intermediate - Police | \$1,080.00 | \$90.00 | \$41.538 |
| Advanced - Police | \$1,800.00 | \$150.00 | \$69.231 |
| Master - Police | \$2,520.00 | \$210.00 | \$96.923 |

| Education⁵ | Annualized Rate | Monthly | Pay Period |
|------------------------------|------------------------|----------------|-------------------|
| 30 hours toward degree | \$720.00 | \$60.00 | \$27.692 |
| Associates Degree | \$1,080.00 | \$90.00 | \$41.538 |
| Bachelor's Degree | \$1,800.00 | \$150.00 | \$69.231 |
| Master's Degree | \$2,520.00 | \$210.00 | \$96.923 |

| Specialty Pay | Annualized Rate | Monthly | Pay Period |
|--|------------------------|----------------|-------------------|
| Bilingual - Oral Skills ⁶ | \$1,200.00 | \$100.00 | \$46.154 |
| Bilingual - Oral and Reading Skills ⁶ | \$1,800.00 | \$150.00 | \$69.231 |
| Canine Officer | \$1,200.00 | \$100.00 | \$46.154 |

¹ Officers may be granted a maximum of three (3) separate assignment pays per month from this section.

² Paid to each Officer assigned to serve as an on-call Public Information Officer or in an on-call capacity as the Department's IT Specialist.

³ Paid to an Officer assigned to the Criminal Investigation Bureau (CIB) that is required to respond to a call back situation for periods of at least one week at a time and would be subject to discipline if they fail to answer, respond, or are unfit to respond during their assigned period. This includes the CIB Sergeants that are assigned to an on-call rotation and are required to respond as stated above. This includes Special Operations Officers who are considered to be on-call by the nature of their assignment.

⁴ Paid to each Officer assigned to the Traffic Section that is required to respond to a call back situation for periods of at least one week at a time and would be subject to discipline if they fail to answer, respond, or are unfit to respond during their assigned period. This includes the Traffic Sergeant, who is considered to be on-call except when relieved of the duty to respond for specified periods of time.

⁵ Certification and education pays are not cumulative. Employees will receive the higher of the amounts.

⁶ The bilingual program shall include Spanish and any language designated by the Chief. Officers will not be paid cumulatively if they are certified in more than one language.