



**City of Denton
Civil Service Police Pay Plan
FY 2019-2020**

Effective March 21, 2020

Position ID	Title	Pay Grade		Based on Certification and Academic Status		
				Entry	Step 1	Step 2
HA0009	Police Recruit	HA09	Annual	\$64,486.00	\$65,078.50	\$65,671.00
			Monthly	\$5,373.83	\$5,423.21	\$5,472.58
			Pay Period	\$2,480.23	\$2,503.02	\$2,525.81
			Hourly	\$31.003	\$31.288	\$31.573

Position ID	Title	Pay Grade		Step A*	Step B*	Step C*	Step D*	Step E*	Step F*	Step G*
				1 Year	2 Years	3 Years	5 Years	7 Years	9 Years	12 Years
HA0010	Police Officer	HA10	Annual	\$70,282.00	\$73,735.00	\$77,188.00	\$80,641.00	\$84,094.00	\$87,547.00	\$91,000.00
			Monthly	\$5,856.83	\$6,144.58	\$6,432.33	\$6,720.08	\$7,007.83	\$7,295.58	\$7,583.33
			Pay Period	\$2,703.15	\$2,835.96	\$2,968.77	\$3,101.58	\$3,234.38	\$3,367.19	\$3,500.00
			Hourly	\$33.789	\$35.450	\$37.110	\$38.770	\$40.430	\$42.090	\$43.750

Position ID	Title	Pay Grade		Step A	Step B**	Step C**
				At Promotion	3 Years	5 Years
HC0010	Police Sergeant	HC10	Annual	\$96,974.00	\$101,434.50	\$105,895.00
			Monthly	\$8,081.17	\$8,452.88	\$8,824.58
			Pay Period	\$3,729.77	\$3,901.33	\$4,072.88
			Hourly	\$46.622	\$48.767	\$50.911
HD0010	Police Lieutenant	HD10	Annual	\$112,017.00	\$116,549.50	\$121,082.00
			Monthly	\$9,334.75	\$9,712.46	\$10,090.17
			Pay Period	\$4,308.35	\$4,482.67	\$4,657.00
			Hourly	\$53.854	\$56.033	\$58.213

Position ID	Title	Pay Grade		Minimum	P25	P50	Maximum
				HE0011	Police Deputy Chief	HE10	Annual
			Monthly	\$10,833.33	\$11,145.83	\$11,458.33	\$12,083.33
			Pay Period	\$5,000.00	\$5,144.23	\$5,288.46	\$5,576.92
			Hourly	\$62.500	\$64.303	\$66.106	\$69.712
HF0010	Police Assistant Chief	HF10	Annual	\$140,000.00	\$143,750.00	\$147,500.00	\$155,000.00
			Monthly	\$11,666.67	\$11,979.17	\$12,291.67	\$12,916.67
			Pay Period	\$5,384.62	\$5,528.85	\$5,673.08	\$5,961.54
			Hourly	\$67.308	\$69.111	\$70.913	\$74.519

* 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 2019-2020

Effective October 5, 2019

Assignment ¹	Annualized Rate	Monthly	Pay Period
Administrative Services ²	\$2,400.00	\$200.00	\$92.308
Field Training Officer	\$1,200.00	\$100.00	\$46.154
Hostage Negotiator	\$1,200.00	\$100.00	\$46.154
Investigative Services Bureau ³	\$2,400.00	\$200.00	\$92.308
Tactical Team	\$1,200.00	\$100.00	\$46.154
Traffic Enforcement Unit ⁴	\$2,400.00	\$200.00	\$92.308

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

Certification ⁵	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

Education ⁵	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

Shift Differential
 \$200/month will be paid to any officer who works on a regularly assigned shift, in which 50% or more of their shifts for the month begin between 2:00 p.m. and 4:00 a.m. Note: temporary duty away from an officer's normal shift assignment for training purposes and the use of vacation, sick leave, or line-of-duty injury will not be a cause for suspension of monthly payments for shift differential pay.

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 educations pays are paid cumulatively for the highest degree and the highest certification held by an officer.

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.