



**City of Denton  
Civil Service Police Pay Plan  
FY 2020-2021**

Effective March 20, 2021

Position ID	Title	Pay Grade		Entry
HA0009	Police Recruit (Non-Civil Service)	HA09	Annual	\$65,544.00
			Monthly	\$5,462.00
			Pay Period	\$2,520.92
			Hourly	\$31.512

Position ID	Title	Pay Grade		Step 1	Step 2
HA0011	Police Recruit	HA09	Annual	\$65,932.50	\$66,321.00
			Monthly	\$5,494.38	\$5,526.75
			Pay Period	\$2,535.87	\$2,550.81
			Hourly	\$31.698	\$31.885

Position ID	Title	Pay Grade		Step A* 1 Year	Step B* 2 Years	Step C* 3 Years	Step D* 5 Years	Step E* 7 Years	Step F* 9 Years	Step G* 12 Years
HA0010	Police Officer	HA10	Annual	\$71,097.00	\$74,602.17	\$78,107.34	\$81,612.51	\$85,117.68	\$88,622.85	\$92,128.00
			Monthly	\$5,924.75	\$6,216.85	\$6,508.95	\$6,801.04	\$7,093.14	\$7,385.24	\$7,677.33
			Pay Period	\$2,734.50	\$2,869.31	\$3,004.13	\$3,138.94	\$3,273.76	\$3,408.57	\$3,543.38
			Hourly	\$34.181	\$35.866	\$37.552	\$39.237	\$40.922	\$42.607	\$44.292

Position ID	Title	Pay Grade		Step A At Promotion	Step B** 3 Years	Step C** 5 Years
HC0010	Police Sergeant	HC10	Annual	\$99,263.00	\$103,617.00	\$107,971.00
			Monthly	\$8,271.92	\$8,634.75	\$8,997.58
			Pay Period	\$3,817.81	\$3,985.27	\$4,152.73
			Hourly	\$47.723	\$49.816	\$51.909
HD0010	Police Lieutenant	HD10	Annual	\$114,078.00	\$118,821.00	\$123,564.00
			Monthly	\$9,506.50	\$9,901.75	\$10,297.00
			Pay Period	\$4,387.62	\$4,570.04	\$4,752.46
			Hourly	\$54.845	\$57.125	\$59.406

Position ID	Title	Pay Grade		Minimum	P25	P50	Maximum
HE0011	Police Deputy Chief	HE11	Annual	\$130,000.00	\$133,750.00	\$137,500.00	\$145,000.00
			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	\$148,500.00	\$157,000.00	\$174,000.00
			Monthly	\$11,666.67	\$12,375.00	\$13,083.33	\$14,500.00
			Pay Period	\$5,384.62	\$5,711.54	\$6,038.46	\$6,692.31
			Hourly	\$67.308	\$71.394	\$75.481	\$83.654

\* 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.