



## FY 2024-2025 POLICE DEPARTMENT STEP PLAN



**Effective 10/1/2024**

Non-exempt (hourly) positions are eligible for overtime compensation. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. For 12-hour shift sworn officers, in accordance with the provisions of Section 142.0015 (j) of the Texas Local Government Code, hours worked in excess of 80 hours in each 14-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PSN-PO/CI	Police Officer	NE	Hourly	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.02	\$39.80	\$40.60	\$41.41	\$42.24	\$43.09
	Criminal Investigator	NE	Bi-Weekly	\$2,771	\$2,826	\$2,883	\$2,941	\$3,000	\$3,060	\$3,122	\$3,184	\$3,248	\$3,313	\$3,379	\$3,447
			Monthly	\$6,004	\$6,124	\$6,247	\$6,372	\$6,500	\$6,630	\$6,763	\$6,899	\$7,037	\$7,178	\$7,322	\$7,469
			Annually	\$72,051	\$73,486	\$74,963	\$76,461	\$78,000	\$79,560	\$81,162	\$82,784	\$84,448	\$86,133	\$87,859	\$89,627

PSN-CO	Corporal	NE	Hourly	\$43.95	\$44.83	\$45.73	\$46.64	\$47.57	\$48.52
			Bi-Weekly	\$3,516	\$3,586	\$3,658	\$3,731	\$3,806	\$3,882
			Monthly	\$7,618	\$7,771	\$7,927	\$8,084	\$8,245	\$8,410
			Annually	\$91,420	\$93,246	\$95,118	\$97,011	\$98,946	\$100,922

PSN-S	Sergeant	NE	Hourly	\$49.49	\$50.49	\$51.50	\$52.52	\$53.58	\$54.65
			Bi-Weekly	\$3,959	\$4,039	\$4,120	\$4,202	\$4,286	\$4,372
			Monthly	\$8,578	\$8,752	\$8,927	\$9,103	\$9,287	\$9,473
			Annually	\$102,940	\$105,019	\$107,120	\$109,242	\$111,446	\$113,672

PSN-L	Lieutenant	NE	Hourly	\$55.77	\$56.89	\$58.03	\$59.20	\$60.38	\$61.59
			Bi-Weekly	\$4,462	\$4,551	\$4,642	\$4,736	\$4,830	\$4,927
			Monthly	\$9,667	\$9,861	\$10,059	\$10,261	\$10,466	\$10,676
			Annually	\$116,002	\$118,331	\$120,702	\$123,136	\$125,590	\$128,107

Pay Grade	Position Title	FLSA	Hourly			Bi-Weekly			Annually		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
PS Exec 2	Chief	E	\$59.66	\$74.58	\$89.49	\$4,773	\$5,966	\$7,160	\$124,099	\$155,123	\$186,148
PS Exec 1	Captain	E	\$55.73	\$69.66	\$83.59	\$4,458	\$5,573	\$6,687	\$115,916	\$144,896	\$173,875
13	NETCOM Manager	E	\$41.21	\$51.51	\$61.81	\$3,296	\$4,121	\$4,945	\$85,707	\$107,134	\$128,561
11	Assistant NETCOM Manager	E	\$33.96	\$42.45	\$50.94	\$2,717	\$3,396	\$4,075	\$70,634	\$88,293	\$105,951
11	Public Safety Accreditation Manager	E	\$33.96	\$42.45	\$50.94	\$2,717	\$3,396	\$4,075	\$70,634	\$88,293	\$105,951
6	Animal Control Lead	NE	\$22.73	\$28.42	\$34.10	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
6	Senior Records Technician	NE	\$22.73	\$28.42	\$34.10	\$1,818	\$2,274	\$2,728	\$47,281	\$59,112	\$70,921
5	Administrative Assistant II	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
5	Animal Control Officer I	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
5	Records Technician	NE	\$20.57	\$25.71	\$30.85	\$1,645	\$2,057	\$2,468	\$42,778	\$53,483	\$64,167
3	Building Maintenance Technician I	NE	\$16.78	\$20.98	\$25.17	\$1,342	\$1,678	\$2,014	\$34,898	\$43,639	\$52,357