



CITY OF PLANO
2023 - 2024 CIVIL SERVICE COMPENSATION PLAN
 Effective 9/25/2023
POLICE

RANGE	POLICE	Effective Date - # Positions		BASE 1	6 Mos. 2	12 Mos. 3	18 Mos. 4	24 Mos. 5	30 Mos. 6	36 Mos. 7	60 Mos. 8	120 Mos. 9	180 Mos. 10	240 Mos. 11
001	Police Officer	10/1/2023 - 365 (+3, *includes 11 over hires)	Annual:	\$84,802	\$87,346	\$89,966	\$93,565	\$96,372	\$99,745	\$104,732	\$106,822	\$107,345	\$107,867	\$108,150
			Monthly:	\$7,067	\$7,279	\$7,497	\$7,797	\$8,031	\$8,312	\$8,728	\$8,902	\$8,945	\$8,989	\$9,013
			Hourly:	\$40.7702	\$41.9932	\$43.2530	\$44.9831	\$46.3326	\$47.9542	\$50.3520	\$51.3567	\$51.6080	\$51.8592	\$51.9952
002	Sergeant	10/1/2023 - 40	Annual:	\$115,834		\$127,563								
			Monthly:	\$9,653		\$10,630								
			Hourly:	\$55.6895		\$61.3284								
003	Lieutenant	10/1/2023 - 16	Annual:	\$133,839		\$144,664								
			Monthly:	\$11,153		\$12,055								
			Hourly:	\$64.3455		\$69.5499								
004	Deputy Police Chief	10/1/2023 - 4	Annual:	\$149,601		\$164,117								
			Monthly:	\$12,467		\$13,676								
			Hourly:	\$71.9234		\$78.9024								
005	Assistant Police Chief	10/1/2023 - 2	Annual:	\$179,946		\$196,348								
			Monthly:	\$14,995		\$16,362								
			Hourly:	\$86.5124		\$94.3982								
01A	Recruit		Annual:	\$80,889										
			Monthly:	\$6,741										
			Hourly:	\$38.8888										

The hourly rate shown above is the base hourly rate at which pay is calculated. The monthly and annual rates shown are for informational purposes only and illustrate potential pay based on hours worked which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

EXHIBIT A



**CITY OF PLANO
2023 - 2024 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 9/25/2023
POLICE**

Certification Pay	Per Month	Per Pay Period
Intermediate	\$60.00	\$27.69
Advanced	\$80.00	\$36.92
Master	\$120.00	\$55.38

Assignment Pay	Per Shift
Field Training Officer (FTO)	\$30.00
Field Training Officer (FT1)	\$37.50
Field Training Officer (FT2)	\$45.00

EXHIBIT B