

Exhibit E - Police Pay Plan

City of Lubbock, TX
FY 2024 – 2025

Grade	Title		Step A	Step B	Step C	Step D	Step E	Step F
PCS6	Police Asst. Chief	(H)	76.072	79.873	83.871			
		(B)	6,085.76	6,389.84	6,709.68			
		(M)	13,185.81	13,844.65	14,537.64			
		(A)	158,229.76	166,135.84	174,451.68			
PCS5	Police Deputy Chief	(H)	65.094	68.345	72.447			
		(B)	5,207.52	5,467.60	5,795.76			
		(M)	11,282.96	11,846.47	12,557.48			
		(A)	135,395.52	142,157.60	150,689.76			
PCS4	Police Lieutenant	(H)	55.964	58.765	61.995			
		(B)	4,477.12	4,701.20	4,959.60			
		(M)	9,700.43	10,185.93	10,745.80			
		(A)	116,405.12	122,231.20	128,949.60			
PCS3	Police Sergeant	(H)	49.058	51.511	54.603			
		(B)	3,924.64	4,120.88	4,368.24			
		(M)	8,503.39	8,928.57	9,464.52			
		(A)	102,040.64	107,142.88	113,574.24			
PCS2	Police Detective/Corporal	(H)	46.721					
		(B)	3,737.68					
		(M)	8,098.31					
		(A)	97,179.68					
PCS1	Police Officer	(H)	34.244	35.955	37.754	39.830	42.820	46.032
		(B)	2,739.52	2,876.40	3,020.32	3,186.40	3,425.60	3,682.56
		(M)	5,935.63	6,232.20	6,544.03	6,903.87	7,422.13	7,978.88
		(A)	71,227.52	74,786.40	78,528.32	82,846.40	89,065.60	95,746.56
PNC(E2)	Entry Level II (Pay grade does not indicate Civil Service status)	(H)	34.244					
		(B)	2,739.52					
		(M)	5,935.63					
		(A)	71,227.52					
PNC(E1)	Entry Level I A + B (non-Civil Service)	(H)	31.202					
		(B)	2,496.16					
		(M)	5,408.35					
		(A)	64,900.16					
PNCSP	Cadet (non-Civil Service)	(H)	31.202					
		(B)	2,496.16					
		(M)	5,408.35					
		(A)	64,900.16					

- **PNCSP - Cadet:**
Hired pre-Academy start date
- **PNC(E1)A – Entry Level 1:**
Beginning grade for employee hired without a TCOLE license
- **PNC(E1)B – Entry Level 1:**
Attained upon earning a TCOLE license OR
Beginning grade for employee with a TCOLE license
- **PNC(E2) Entry Level 2:**
Attained 12 months after PNC(E1)A
This grade is skipped by PNC(E1)B ONLY IF the employee was hired with a TCOLE license
- **PCS1 – Police Officer: Step A**
Step A is attained 6 months after the employee attains PNC(E2) – Entry Level 2, OR
Step A is attained 12 months after PNC(E1)B if the employee was hired with a TCOLE license.
Step A also indicates the end of the probationary period:
18 months if the employee was hired without a TCOLE license
12 months if the employee was hired with a TCOLE license
- **PCS1 – Police Officer: Step B**
Step B is attained 2 years after the Academy start date
6 months after Step A if the employee was hired without a TCOLE license, OR
12 months after Step A if the employee was hired with a TCOLE license
- **PCS1 – Police Officer: Steps C – F**
Step C is attained at 4 years of service
Step D is attained at 6 years of service
Step E is attained at 8 years of service
Step F is attained at 10 years of service
- **PCS 2 – 6**
Pay steps at all other ranks are attained after 2 years spent in the prior step

• **Lateral Entry Program**
LPD employees hired under the Lateral Entry Program begin at the PNC1 pay grade commensurate with their years of qualified experience according to Local Civil Service Rules, Section 3.03, and progress to the next step after 2 years in service at their beginning pay grade, unless their beginning pay grade is PCS1 Step F, in which case they will remain in that grade. For LPD employees hired under the Lateral Entry Program, a probationary period of 12 months, prior to entering full civil service protection, begins on the employee's Academy start date.

If the anniversary date in a classification occurs during the last half of the pay period, the increase does not become effective until the beginning of the next pay period. Progression in each classified position (PNC1-B and above) is based on time in that classification. Time spent in "move-up" does not count toward time in the "move up" classification. Seniority is based on all years of service as a sworn/classified police officer (PNC1-B and above) or firefighter for the City of Lubbock, not merely the last continuous period of service. Disciplinary suspensions do not constitute a break in service. Seniority credit shall be figured to five decimal places. In the event of a conflict between this ordinance and state law, state law will control.

Biweekly rate=Hourly * 80. Annual rate=Biweekly * 26. Monthly rate=Annual / 12.