

# Fiscal Year 22-23 Police Pay Plan

Grade	Title		Step A	Step B	Step C	Step D	Step E	Step F
PCS6	Police Asst. Chief	(H)	70.332	73.846	77.543			
		(B)	5,626.56	5,907.68	6,203.44			
		(M)	12,190.88	12,799.97	13,440.79			
		(A)	146,290.56	153,599.68	161,289.44			
PCS5	Police Deputy Chief/Captain		60.182	63.188	66.980			
			4,814.56	5,055.04	5,358.40			
			10,431.55	10,952.59	11,609.87			
			125,178.56	131,431.04	139,318.40			
PCS4	Police Lieutenant		51.741	54.330	57.317			
			4,139.28	4,346.40	4,585.36			
			8,968.44	9,417.20	9,934.95			
			107,621.28	113,006.40	119,219.36			
PCS3	Police Sergeant		45.356	47.624	50.482			
			3,628.48	3,809.92	4,038.56			
			7,861.71	8,254.83	8,750.21			
			94,340.48	99,057.92	105,002.56			
PCS2	Police Detective/Corporal		43.196					
			3,455.68					
			7,487.31					
			89,847.68					
PCS1	Patrol Officer		31.659	33.242	34.904	36.825	39.589	42.558
			2,532.72	2,659.36	2,792.32	2,946.00	3,167.12	3,404.64
			5,487.56	5,761.95	6,050.03	6,383.00	6,862.09	7,376.72
			65,850.72	69,143.36	72,600.32	76,596.00	82,345.12	88,520.64
PNC(E2)	Entry Level II (Pay grade does not indicate Civil Service status)		31.659					
			2,532.72					
			5,487.56					
			65,850.72					
PNC(E1)	Entry Level I (non-Civil Service)		28.847					
			2,307.76					
			5,000.15					
			60,001.76					
PNCSP	Cadet (non-Civil Service)		28.847					
			2,307.76					
			5,000.15					
			60,001.76					

PNCSP is a non-classified, non-civil service, civilian grade for employees seeking to enter a future academy class in order to become classified police officers. PNCE1-A is a non-classified, non-civil service, civilian grade for employees entering an academy class in order to become classified police officers. All employees of the police department who seek to become classified police officers start at either PNCSP or PNCE1-A, unless they start employment already certified as peace officers by TCOLE, in which case they may start at either PNCSP or PNCE1-B. Employees starting at either PNCSP or PNCE1-A progress to PNCE1-B when they become certified as peace officers by TCOLE. Classified service and accrual of seniority points does not begin until an employee reaches PNCE1-B. Full civil service protection and accrual of longevity pay begins when an employee reaches PCS1. Not every change in classification represents a change in salary.

For employees who enter the academy without TCOLE certification, a probationary period of 18 months, prior to entering full civil service protection, begins on the first day of employment with department in a beginning position as PNCE1-A. These employees progress to PNCE2 after 12 months of continuous probationary service in PNCE1-A and B; progress to PCS1 step A after 6 months additional continuous probationary service at PNCE2; remain in PCS1 step A for 6 months; progress to PCS1 step B after 6 months of service in PCS1 step A; and then progress through PCS1 steps C-F after 2 years of service in each step, attaining PCS1 step F 10 years after entering the academy.

For employees who enter the academy with TCOLE certification, a probationary period of 12 months, prior to entering full civil service protection, begins on the first day of employment with the department in a beginning position as PNCE1-B. These employees bypass PNCE2 and progress directly to PCS1 step A after 12 months of continuous probationary service; remain in PCS1 step A for 12 months; progress to PCS1 step B after 12 months of service in PCS1 step A; and then progress through PCS1 steps C-F after 2 years of service in each step, attaining PCS1 step F 10 years after entering the academy.

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 (PNCE1-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 (PNCE1-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.