



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
 Effective 10/1/2025*
POLICE

Grade	Job Title	Effective Date - # of Positions		BASE 1	6 Months 2	12 Months 3	18 Months 4	24 Months 5	30 Months 6	36 Months 7	60 Months 8
001	Police Officer	10/1/2025 - 365 (*includes 11 over hires)	Annual:	\$90,729	\$93,451	\$96,255	\$100,105	\$103,108	\$106,717	\$110,985	\$114,592
			Monthly:	\$7,561	\$7,788	\$8,021	\$8,342	\$8,592	\$8,893	\$9,249	\$9,549
			Hourly:	\$43.6197	\$44.9284	\$46.2764	\$48.1274	\$49.5712	\$51.3063	\$53.3582	\$55.0923
002	Sergeant	10/1/2025 - 40	Annual:	\$122,077		\$133,478					
			Monthly:	\$10,173		\$11,123					
			Hourly:	\$58.6909		\$64.1721					
003	Lieutenant	10/1/2025 - 16	Annual:	\$140,703		\$150,852					
			Monthly:	\$11,725		\$12,571					
			Hourly:	\$67.6457		\$72.5250					
004	Deputy Police Chief	10/1/2025 - 4	Annual:	\$158,394		\$173,610					
			Monthly:	\$13,200		\$14,468					
			Hourly:	\$76.1510		\$83.4663					
005	Assistant Police Chief	10/1/2025 - 2	Annual:	\$193,191		\$211,218					
			Monthly:	\$16,099		\$17,602					
			Hourly:	\$92.8803		\$101.5471					
01A	Recruit		Annual:	\$86,423							
			Monthly:	\$7,202							
			Hourly:	\$41.5495							

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.

*Pay rates reflected herein will commence with the pay period beginning September 22, 2025.

EXHIBIT A



**CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/1/2025
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