



**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)	<b>Annual:</b>	\$84,802	\$87,346	\$89,966	\$93,565	\$96,372	\$99,745	\$104,732	\$106,822	\$107,345	\$107,867	\$108,150
			<b>Monthly:</b>	\$7,067	\$7,279	\$7,497	\$7,797	\$8,031	\$8,312	\$8,728	\$8,902	\$8,945	\$8,989	\$9,013
			<b>Hourly:</b>	\$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	<b>Annual:</b>	\$115,834		\$127,563								
			<b>Monthly:</b>	\$9,653		\$10,630								
			<b>Hourly:</b>	\$55.6895		\$61.3284								
003	Lieutenant	10/1/2023 - 16	<b>Annual:</b>	\$133,839		\$144,664								
			<b>Monthly:</b>	\$11,153		\$12,055								
			<b>Hourly:</b>	\$64.3455		\$69.5499								
004	Deputy Police Chief	10/1/2023 - 4	<b>Annual:</b>	\$149,601		\$164,117								
			<b>Monthly:</b>	\$12,467		\$13,676								
			<b>Hourly:</b>	\$71.9234		\$78.9024								
005	Assistant Police Chief	10/1/2023 - 2	<b>Annual:</b>	\$179,946		\$196,348								
			<b>Monthly:</b>	\$14,995		\$16,362								
			<b>Hourly:</b>	\$86.5124		\$94.3982								
01A	Recruit		<b>Annual:</b>	\$80,889										
			<b>Monthly:</b>	\$6,741										
			<b>Hourly:</b>	\$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**