



**CITY OF PLANO**  
**2024 - 2025 CIVIL SERVICE COMPENSATION PLAN**  
**Effective 10/1/2024\***  
**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	10/1/2024 - 365 (*includes 11 over hires)	<b>Annual:</b>	\$86,922	\$89,530	\$92,216	\$95,904	\$98,781	\$102,239	\$107,351	\$109,351	\$109,851	\$110,351	\$111,254
			<b>Monthly:</b>	\$7,244	\$7,461	\$7,685	\$7,992	\$8,232	\$8,520	\$8,946	\$9,113	\$9,154	\$9,196	\$9,271
			<b>Hourly:</b>	\$41.7895	\$43.0432	\$44.3345	\$46.1079	\$47.4911	\$49.1533	\$51.6110	\$52.5725	\$52.8129	\$53.0533	\$53.4875
002	Sergeant	10/1/2024 - 40	<b>Annual:</b>	\$118,522		\$129,502								
			<b>Monthly:</b>	\$9,877		\$10,792								
			<b>Hourly:</b>	\$56.9815		\$62.2606								
003	Lieutenant	10/1/2024 - 16	<b>Annual:</b>	\$134,708		\$146,458								
			<b>Monthly:</b>	\$11,226		\$12,205								
			<b>Hourly:</b>	\$64.7637		\$70.4123								
004	Deputy Police Chief	10/1/2024 - 4	<b>Annual:</b>	\$152,144		\$164,544								
			<b>Monthly:</b>	\$12,679		\$13,712								
			<b>Hourly:</b>	\$73.1461		\$79.1075								
005	Assistant Police Chief	10/1/2024 - 2	<b>Annual:</b>	\$186,424		\$205,066								
			<b>Monthly:</b>	\$15,535		\$17,089								
			<b>Hourly:</b>	\$89.6268		\$98.5895								
01A	Recruit		<b>Annual:</b>	\$83,841										
			<b>Monthly:</b>	\$6,987										
			<b>Hourly:</b>	\$40.3082										

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 December 30, 2024.

**EXHIBIT A**