

**CITY OF PEARLAND**  
**POLICE PAY PLAN**  
 FY 2016



	0 - 6 mos.
Police	\$16,480
Cadet	

	0	1	2	3	4	5	6	7	8	9	10	11
Police	\$25,153.8	\$25,908.5	\$26,685.7	\$27,486.3	\$28,310.9	\$29,160.2	\$30,035.0	\$30,936.1	\$31,864.1	\$32,820.1	\$33,804.7	\$34,818.1
Officer	\$4,360.00	\$4,490.80	\$4,625.52	\$4,764.29	\$4,907.22	\$5,054.43	\$5,206.07	\$5,362.25	\$5,523.12	\$5,688.81	\$5,859.48	\$6,035.20
	\$52,320.00	\$53,889.60	\$55,506.29	\$57,171.48	\$58,886.62	\$60,653.22	\$62,472.82	\$64,347.00	\$66,277.41	\$68,265.73	\$70,313.70	\$72,423.11

	1st year	2nd year	3rd year	4th year	5th year	6th year
Sergeant	\$35,863.4	\$36,939.3	\$38,047.4	\$39,188.9	\$40,364.5	\$41,575.1
	\$6,216.32	\$6,402.81	\$6,594.89	\$6,792.74	\$6,996.52	\$7,206.42
	\$74,595.81	\$76,833.68	\$79,138.69	\$81,512.86	\$83,958.24	\$86,476.99
	1st year	2nd year	3rd year	4th year		
Lieutenant	\$42,822.7	\$44,107.4	\$45,430.6	\$46,793.6		
	\$7,422.61	\$7,645.29	\$7,874.64	\$8,110.81		
	\$89,071.30	\$91,743.44	\$94,495.74	\$97,330.61		
	1st year	2nd year	3rd year			
Captain	\$48,197.4	\$49,643.3	\$51,132.6			
	\$8,354.21	\$8,604.84	\$8,862.98			
	\$100,250.53	\$103,258.05	\$106,355.79			

**Education / Incentive Pay**

All officers shall receive certification pay as follows, after successful completion of their probationary period:

TCLEOSE BASIC CERTIFICATE	\$ .00/hr.
TCLEOSE INTERMEDIATE CERTIFICATE	\$ .29/hr.
TCLEOSE ADVANCED CERTIFICATE	\$ .58/hr.
TCLEOSE MASTER PEACE CERTIFICATE	\$ .87/hr.

In addition, add the following to the above, if the officer holds an Intermediate, Advanced or Master Certificate and has:

ASSOCIATE DEGREE	\$ .58/hr.
BACHELORS DEGREE	\$ .87/hr.
MASTERS DEGREE	\$1.15/hr.

All college degrees must be issued by an approved institution of higher education which is duly accredited by one of the regional accreditation agencies. No mail order degree will be approved.

Monthly longevity pay is received by the Classified Employees of the City of Pearland in accordance with the Local Government Code, Chapter 141.032.

When Classified Employee is eligible, shift differential pay is \$86.00 bi-weekly.

Those Police Officers and Sergeants assigned to the Criminal Investigation Division as Detective, such assignments at the discretion of the Chief, will receive \$100.00/bi-weekly assignment pay for the duration of the assignment.

All overtime for any classification shall be paid in accordance with applicable State and Federal law.