

Class	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Police Officer	PO	\$72,000.00	\$74,160.00	\$76,384.80	\$78,676.34	\$81,036.63	\$83,467.73	\$85,971.77	\$88,550.92	\$91,207.45	\$93,943.67	\$96,761.98
148*		\$34.62	\$35.65	\$36.72	\$37.83	\$38.96	\$40.13	\$41.33	\$42.57	\$43.85	\$45.17	\$46.52
Sergeant	SG	\$100,632.46	\$103,651.43	\$106,760.98	\$109,963.80	\$113,262.72	\$116,660.60					
24*		\$48.38	\$49.83	\$51.33	\$52.87	\$54.45	\$56.09					
Lieutenant	LT	\$121,327.02	\$124,966.83	\$128,715.84	\$132,577.32							
6*		\$58.33	\$60.08	\$61.88	\$63.74							
Captain	CP	\$136,554.63	\$140,651.27	\$144,870.81								
4*		\$65.65	\$67.62	\$69.65								

Additional Police Officer Compensation	
<p>Longevity Pay - LGC 141.032</p> <p>In accordance with Local Government Code (LGC) 141.032, \$4 a month for each year of service in the department, up to 25 years paid annually. The city further provides all employees (including police officers) with longevity pay, \$4 a month for each year of service to the City beyond 25 years.</p>	<p>Shift Differential Pay - LGC 143.047</p> <p>When Classified employee is eligible, shift differential pay is \$86.00 bi-weekly.</p>
<p>Certification Pay - LGC 143.044</p> <p>TCOLE BASIC CERTIFICATE \$.00/hr. TCOLE INTERMEDIATE CERTIFICATE \$.58/hr. TCOLE ADVANCED CERTIFICATE \$.87/hr. TCOLE MASTER PEACE CERTIFICAT \$ 1.16/hr.</p>	<p>Physical Fitness Pay - LGC 143.044</p> <p>Those officers who have completed their probationary year and meet the requirements of Policy 203 of the Pearland Police Department are eligible for an incentive up to \$400 each fiscal year.</p>
<p>Education Incentive Pay - LGC 143.044</p> <p>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.</p> <p>ASSOCIATE DEGREE \$.58/hr. BACHELORS DEGREE \$.87/hr. MASTERS DEGREE \$ 1.15/hr.</p>	<p>Detective Assignment Pay - LGC 143.042</p> <p>Those Police Officers and Sergeants who are assigned as Detectives to Professional Standards or the Criminal Investigations Division will receive \$100.00 bi-weekly assignment pay for the duration of the assignment. Assignments are at the discretion of the Chief of Police.</p>
<p>Overtime</p> <p>All overtime for any classification shall be paid in accordance with applicable State and Federal Law, classified employees may accumulate up to 120 hours of Compensatory Time.</p>	<p>Field Training Officer Assignment Pay - LGC 143.043</p> <p>Those Police Officers who are assigned as field training officers will receive pay in an amount equal to 1/2 hour of overtime for every 4 hours of field training provided.</p>
	<p>Bilingual Assignment Pay - LGC 143.042</p> <p>Any sworn employee who meets the requirements set forth by the City are eligible for \$75.00 bilingual pay monthly.</p>
	<p>Sick Buy Back</p> <p>Officers with a minimum of 5 years of service and 480 hours of sick leave in their accrual bank as of 10/1/2024 will be eligible to sell up to 60 hours of additional sick leave, over the 480 hours, back to the City for FY25.</p>

A one step progression occurs on the officer's anniversary date , not at the beginning of the fiscal year.