

**City of Lubbock, TX**  
**Human Resources Department**  
**Police Pay Schedule**  
**Effective January 1, 2011**

<b>Grade</b>	<b>Title</b>		<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>
PCS6	Police Asst. Chief	(H)	44,565	48,153	51,973	
		(B)	3,565.20	3,852.24	4,157.84	
		(M)	7,724.61	8,346.53	9,008.65	
		(A)	92,695.28	100,158.32	108,103.76	
PCS5	Police Captain		39,232	41,318	42,140	
			3,138.55	3,305.45	3,371.18	
			6,800.20	7,161.81	7,304.23	
			81,602.39	85,941.77	87,650.70	
PCS4	Police Lieutenant		35,148	36,681	37,395	
			2,811.83	2,934.46	2,991.62	
			6,092.29	6,358.01	6,481.85	
			73,107.51	76,296.06	77,782.18	
PCS3	Police Sergeant		31,520	32,114	32,744	
			2,521.60	2,569.14	2,619.54	
			5,463.46	5,566.47	5,675.67	
			65,561.50	66,797.64	68,108.04	
PCS2	Police Corporal		28,921	29,449	30,024	
			2,313.70	2,355.95	2,401.90	
			5,013.01	5,104.55	5,204.11	
			60,156.10	61,254.65	62,449.30	
PCS1	Police Officer		22,998	24,422	25,916	27,575
			1,839.85	1,953.76	2,073.29	2,206.01
			3,986.35	4,233.14	4,492.12	4,779.68
			47,836.15	50,797.66	53,905.49	57,356.21
PNC(E2)	Entry Level II (Pay grade does not indicate Civil Service status)		21,695			
			1,735.64			
			3,760.54			
			45,126.52			
PNC(E1)	Entry Level I (non-Civil Service)		20,611			
			1,648.86			
			3,572.53			
			42,870.30			
PNCSP	Cadet (non-Civil Service)		19,898			
			1,591.87			
			3,449.04			
			41,388.51			

Progression in each pay grade is based on seniority in that pay grade. Seniority is defined as the total time of employment as a police officer or firefighter for the City of Lubbock. Time-off for disciplinary suspension does not constitute a loss of seniority time, nor does it constitute a break in service. The time involved in "move-up" is also not included. It does mean all years of service as an officer or firefighter with the City of Lubbock whether interrupted, or uninterrupted, and not merely the last continuous period of service. Seniority credit shall be figured to five decimal places.

All employees start at Entry Level I, grade PNCE1. Employees progress to Entry Level II, grade PNCE2 upon 12 months of continuous service with the Lubbock Police Department at Entry Level I. Employees progress to grade PCS1 upon six months continuous service with the Lubbock Police Department at Entry Level II. Police Officers then progress through steps in PCS1 annually. Progress from Step A to Step C in the other grades requires two years in each step. However, if the anniversary date occurs during the last half of the pay period, the increase does not become effective until the beginning of the next pay period. Note: A probationary period of 18 months begins on the first day of employment with department as a classified employee unless the employee is already certified as a Peace Officer by TCLOSE at that time. In this case the probationary period is 12 months. Upon completion of 12 months a certified Peace Officer attains Civil Service status and receives longevity pay; however the employee does not advance to Police Officer, PCS1 until completion of 6 months at Entry Level II as indicated above. Biweekly rate=Hourly \* 80. Annual rate=Biweekly \* 26. Monthly rate=Annual / 12.