

## LUFKIN POLICE DEPARTMENT

### PAY SCALE

EFFECTIVE: 10/1/2023

Years in classification	<1	1	2	3	4	5	6	7	8	9
<b>POLICE OFFICER</b>										
Hourly	\$ 25,592	\$ 27,637	\$ 28,156	\$ 28,675	\$ 29,194	\$ 29,713	\$ 30,232	\$ 30,751	\$ 31,270	\$ 31,809
Monthly	\$ 4,430.27	\$ 4,790.01	\$ 4,880.30	\$ 4,970.59	\$ 5,060.88	\$ 5,151.17	\$ 5,241.46	\$ 5,331.76	\$ 5,422.05	\$ 5,512.34
Annually	\$53,163.22	\$ 57,480.08	\$ 58,663.38	\$ 59,647.07	\$ 60,730.57	\$ 61,814.05	\$ 62,897.55	\$ 63,981.07	\$ 65,064.57	\$ 66,148.03

Years in classification	11	13	15	17	19	21	23	25	27	29
<b>POLICE OFFICER</b>										
Hourly	\$ 32,4507	\$ 33,1127	\$ 33,7882	\$ 34,4775	\$ 35,1808	\$ 35,8985	\$ 36,6308	\$ 37,3781	\$ 38,1406	\$ 38,7450
Monthly	\$ 5,624.79	\$ 5,730.53	\$ 5,856.62	\$ 5,976.10	\$ 6,098.01	\$ 6,222.41	\$ 6,349.34	\$ 6,478.87	\$ 6,611.04	\$ 6,715.91
Annually	\$67,497.45	\$ 68,774.41	\$ 70,279.44	\$ 71,713.14	\$ 73,176.10	\$ 74,668.88	\$ 76,192.12	\$ 77,746.44	\$ 79,332.47	\$ 80,980.88

Years in classification	<1	1	2	3	4	6	8	10	12	14
<b>CORPORAL</b>										
Hourly	\$ 33,3326	\$ 33,9194	\$ 34,5060	\$ 35,0930	\$ 35,6810	\$ 36,4089	\$ 37,1517	\$ 37,9096	\$ 38,6829	\$ 39,4720
Monthly	\$ 5,777.66	\$ 5,879.37	\$ 5,981.04	\$ 6,082.78	\$ 6,184.71	\$ 6,310.88	\$ 6,439.62	\$ 6,570.99	\$ 6,705.04	\$ 6,841.62
Annually	\$69,331.91	\$ 70,552.45	\$ 71,772.46	\$ 72,993.36	\$ 74,216.53	\$ 75,730.54	\$ 77,276.45	\$ 78,851.88	\$ 80,460.44	\$ 82,101.84

Years in classification	<1	1	2	3	5	7	9	11	13	15
<b>SERGEANT</b>										
Hourly	\$ 36,6161	\$ 37,2033	\$ 37,7905	\$ 38,3774	\$ 39,1603	\$ 39,9592	\$ 40,7744	\$ 41,6061	\$ 42,4549	\$ 43,3210
Monthly	\$ 6,346.80	\$ 6,448.57	\$ 6,550.36	\$ 6,652.09	\$ 6,787.79	\$ 6,926.26	\$ 7,067.55	\$ 7,211.73	\$ 7,358.85	\$ 7,508.97
Annually	\$76,161.66	\$ 77,382.88	\$ 78,604.31	\$ 79,825.02	\$ 81,453.45	\$ 83,115.10	\$ 84,810.65	\$ 86,540.79	\$ 88,306.21	\$ 90,107.67

Years in classification	<1	1	2	4	6	7	10	12	14	16
<b>LIEUTENANT</b>										
Hourly	\$ 43,0300	\$ 44,0785	\$ 45,1271	\$ 46,0477	\$ 46,9870	\$ 47,9456	\$ 48,9237	\$ 49,9217	\$ 50,9401	\$ 51,9793
Monthly	\$ 7,458.53	\$ 7,640.28	\$ 7,822.03	\$ 7,981.80	\$ 8,144.42	\$ 8,310.57	\$ 8,480.10	\$ 8,653.10	\$ 8,829.62	\$ 9,009.74
Annually	\$89,502.36	\$ 91,683.33	\$ 93,064.36	\$ 95,779.14	\$ 97,733.03	\$ 99,726.78	\$ 101,761.22	\$ 103,837.14	\$ 105,955.42	\$ 108,116.91

Longevity: \$ 8.00 per month for each year employed (maximum: 25 years)

Proficiency Certificates	
Intermediate:	\$ 46.15 per pay period
Advanced:	\$ 103.85 per pay period
Master:	\$ 173.08 per pay period

Assignments			
Accident Reconstruction:	\$ 100.00 per month	Military Service:	\$ 100.00 per month
SWAT Team:	\$ 300.00 per month	Bilingual:	\$ 100.00 per month
Field Training Officer:	\$ 100.00 per month	Associates Degree:	\$ 100.00 per month
TOOLE Trainer:	\$ 100.00 per month	Bachelors Degree:	\$ 200.00 per month
Detective/Investigator:	\$ 200.00 per month	Masters Degree:	\$ 300.00 per month

Years in Position	<1	1	2	3	4	5
<b>DISPATCHER</b>						
Hourly	\$ 20,5516	\$ 21,5730	\$ 22,1343	\$ 22,6619	\$ 23,2254	\$ 23,8151
Monthly	\$ 3,562.28	\$ 3,729.48	\$ 3,834.88	\$ 3,928.06	\$ 4,025.74	\$ 4,127.95
Annually	\$42,747.33	\$ 44,873.71	\$ 46,018.54	\$ 47,136.75	\$ 48,308.83	\$ 49,535.41

Proficiency Certificates	
Intermediate:	\$ 50.00 per month
Advanced:	\$ 100.00 per month
Master:	\$ 150.00 per month