

**LUFKIN POLICE DEPARTMENT
PAY SCALE**

Effective: 10/01/2019

YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10
Entry Level										
Police Officer										
Hourly	23.1609	25.0416	25.5136	25.9857	26.4577	26.9297	27.4018	27.8738	28.3603	28.8179
Monthly	4,014.56	4,340.54	4,422.36	4,504.18	4,586.00	4,667.82	4,749.64	4,831.46	4,915.78	4,995.09
Annual	48,174.74	52,086.53	53,068.36	54,050.18	55,032.01	56,013.83	56,995.67	57,977.50	58,989.33	59,941.13
CORPORAL										
Hourly	30.2049	30.7367	31.2682	31.8001	32.3329					
Monthly	5,235.52	5,327.69	5,419.82	5,512.01	5,604.38					
Annual	62,826.25	63,932.26	65,037.79	66,144.14	67,252.53					
SERGEANT										
Hourly	33.1803	33.7124	34.2445	34.7763						
Monthly	5,751.25	5,843.48	5,935.72	6,027.90						
Annual	69,015.05	70,121.76	71,228.59	72,334.75						
LIEUTENANT										
Hourly	38.9923	39.9425	40.8926							
Monthly	6,758.67	6,923.36	7,088.06							
Annual	81,104.05	83,080.36	85,056.68							

LONGEVITY - \$8.00 PER MONTH, FOR EACH YEAR EMPLOYED (25 YEARS MAXIMUM)

Proficiency Certificates

Intermediate- \$39.44 per pay period

Advanced- \$78.89 per pay period

Master- \$118.33 per pay period

Assignments (maximum assignment pay per officer : \$300.00 per month)

Accident Reconstruction: \$ 100.00 per month

Special Response Team : \$ 300.00 per month

Field Training Officer: \$ 100.00 per month

TCOLE Trainer: \$100.00 per month

Detective/Investigator: \$ 200.00 per month

YEARS OF SERVICE	1	2	3	4	5	6
Dispatcher	Entry Level					
Hourly	17.7397	18.6221	19.0973	19.5613	20.0477	20.5568
Monthly	3,074.88	3,227.83	3,310.20	3,390.63	3,474.93	3,563.18
Annual	36,898.58	38,733.97	39,722.38	40,687.50	41,699.22	42,758.14

Proficiency Certificates

Intermediate: \$ 50.00 per month

Advanced: \$ 100.00 per month

Master: \$ 150.00 per month