

City of Kyle Civil Service Police Officer Pay Scale Years 1-3

Officer	Year 1 Effective October 2019														
Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Months	0-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$53,327.49	\$55,459.20	\$57,674.21	\$59,738.95	\$62,034.41	\$64,433.30	\$66,967.29	\$69,611.81	\$72,379.32	\$72,963.56	\$73,565.24	\$74,175.64	\$74,803.48	\$75,440.04	\$76,094.04
Hourly	\$24.46	\$25.44	\$26.46	\$27.40	\$28.46	\$29.56	\$30.72	\$31.93	\$33.20	\$33.47	\$33.75	\$34.03	\$34.31	\$34.61	\$34.91

Officer	Year 2 Effective October 2020														
Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Months	0-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$55,969.82	\$58,206.00	\$60,527.75	\$62,494.41	\$64,569.92	\$66,739.39	\$68,787.12	\$70,906.34	\$73,114.95	\$74,210.40	\$75,338.55	\$76,483.05	\$77,660.25	\$78,853.80	\$80,080.05
Hourly	\$25.67	\$26.70	\$27.77	\$28.67	\$29.62	\$30.61	\$31.55	\$32.53	\$33.54	\$34.04	\$34.56	\$35.08	\$35.62	\$36.17	\$36.73

Officer	Year 3 Effective October 2021														
Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Months	0-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$57,857.20	\$60,168.00	\$62,566.00	\$64,462.60	\$66,381.00	\$68,386.60	\$70,087.00	\$71,831.00	\$73,640.40	\$75,101.00	\$76,605.20	\$78,131.20	\$79,700.80	\$81,292.20	\$82,927.20
Hourly	\$26.54	\$27.60	\$28.70	\$29.57	\$30.45	\$31.37	\$32.15	\$32.95	\$33.78	\$34.45	\$35.14	\$35.84	\$36.56	\$37.29	\$38.04

EXHIBIT A

City of Kyle Civil Service Police Sergeant Pay Scale Years 1-3

SGT		Year 1 Effective October 2019										
Years	4	5	6	7	8	9	10	11	12	13	14	15
Months	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$74,090.09	\$75,602.13	\$77,145.03	\$78,719.42	\$80,325.94	\$80,999.16	\$81,685.85	\$82,386.27	\$83,100.70	\$83,829.42	\$84,572.71	\$88,187.09
Hourly	\$33.99	\$34.68	\$35.39	\$36.11	\$36.85	\$37.16	\$37.47	\$37.79	\$38.12	\$38.45	\$38.79	\$40.45

SGT		Year 2 Effective October 2020										
Years	4	5	6	7	8	9	10	11	12	13	14	15
Months	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$76,149.17	\$77,703.13	\$79,289.01	\$80,907.15	\$82,554.66	\$83,813.61	\$85,105.26	\$86,429.61	\$87,753.96	\$89,127.36	\$91,707.15	\$93,129.65
Hourly	\$34.93	\$35.64	\$36.37	\$37.11	\$37.87	\$38.45	\$39.04	\$39.65	\$40.25	\$40.88	\$42.07	\$42.72

SGT		Year 3 Effective October 2021										
Years	4	5	6	7	8	9	10	11	12	13	14	15
Months	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$77,738.80	\$79,308.40	\$80,878.00	\$82,513.00	\$84,148.00	\$85,826.60	\$87,548.80	\$89,314.60	\$91,080.40	\$92,911.60	\$94,764.60	\$96,661.20
Hourly	\$35.66	\$36.38	\$37.10	\$37.85	\$38.60	\$39.37	\$40.16	\$40.97	\$41.78	\$42.62	\$43.47	\$44.34

EXHIBIT B

City of Kyle Civil Service Police Lieutenant Pay Scale Years 1-3

LT **Year 1** Effective October 2019

Years	6	7	8	9	10	11	12	13	14	15
Months	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$88,159.20	\$89,031.41	\$89,755.17	\$90,487.65	\$91,237.57	\$91,996.21	\$92,772.29	\$94,105.28	\$94,907.52	\$95,735.92
Hourly	\$40.44	\$40.84	\$41.17	\$41.51	\$41.85	\$42.20	\$42.56	\$43.17	\$43.54	\$43.92

LT **Year 2** Effective October 2020

Years	6	7	8	9	10	11	12	13	14	15
Months	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$88,228.32	\$89,552.67	\$90,909.72	\$92,283.12	\$93,689.22	\$95,111.67	\$96,566.82	\$98,292.17	\$99,796.37	\$101,349.62
Hourly	\$40.47	\$41.08	\$41.70	\$42.33	\$42.98	\$43.63	\$44.30	\$45.09	\$45.78	\$46.49

LT **Year 3** Effective October 2021

Years	6	7	8	9	10	11	12	13	14	15
Months	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$88,325.09	\$89,925.00	\$91,734.40	\$93,565.60	\$95,440.40	\$97,337.00	\$99,277.20	\$101,282.80	\$103,288.40	\$105,359.40
Hourly	\$40.52	\$41.25	\$42.08	\$42.92	\$43.78	\$44.65	\$45.54	\$46.46	\$47.38	\$48.33

EXHIBIT C

City of Kyle Civil Service Police Captain Pay Scale Years 1-3

Capt. Years	Year 1 Effective October 2019							
	8	9	10	11	12	13	14	15
Months	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$90,349.92	\$91,082.08	\$91,814.24	\$92,596.32	\$93,378.40	\$94,177.12	\$94,984.16	\$95,816.16
Hourly	\$43.44	\$43.79	\$44.14	\$44.52	\$44.89	\$45.28	\$45.67	\$46.07

Capt. Years	Year 2 Effective October 2020							
	8	9	10	11	12	13	14	15
Months	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$91,250.87	\$92,623.67	\$93,996.47	\$95,462.87	\$96,929.27	\$98,426.87	\$99,940.07	\$101,500.07
Hourly	\$43.87	\$44.53	\$45.19	\$45.90	\$46.60	\$47.32	\$48.05	\$48.80

Capt. Years	Year 3 Effective October 2021							
	8	9	10	11	12	13	14	15
Months	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$91,894.40	\$93,724.80	\$95,555.20	\$97,510.40	\$99,465.60	\$101,462.40	\$103,480.00	\$105,560.00
Hourly	\$44.18	\$45.06	\$45.94	\$46.88	\$47.82	\$48.78	\$49.75	\$50.75

EXHIBIT D