

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

OFFICER- Year 1

Effective 10/01/2022															
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	\$60,884.67	\$63,336.00	\$65,869.44	\$67,845.52	\$69,888.00	\$71,984.67	\$73,426.08	\$74,889.36	\$76,396.32	\$77,925.12	\$79,104.48	\$80,283.84	\$81,485.04	\$82,708.08	\$83,952.96
Hourly	\$27.88	\$29.00	\$30.16	\$31.07	\$32.00	\$32.96	\$33.62	\$34.29	\$34.98	\$35.68	\$36.22	\$36.76	\$37.31	\$37.87	\$38.44

OFFICER- Year 2

Effective 10/01/2023															
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	\$63,925.68	\$66,502.80	\$69,167.28	\$71,242.08	\$73,382.40	\$75,588.24	\$77,095.20	\$78,624.00	\$80,196.48	\$81,790.80	\$83,013.84	\$84,258.72	\$85,525.44	\$86,814.00	\$88,124.40
Hourly	\$29.27	\$30.45	\$31.67	\$32.62	\$33.60	\$34.61	\$35.30	\$36.00	\$36.72	\$37.45	\$38.01	\$38.58	\$39.16	\$39.75	\$40.35

OFFICER- Year 3

Effective 10/01/2024															
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	\$66,939.60	\$69,625.92	\$72,421.44	\$74,605.44	\$76,845.96	\$79,170.00	\$80,764.32	\$82,380.48	\$84,018.48	\$85,285.20	\$86,573.76	\$87,862.32	\$89,172.72	\$90,504.96	\$91,859.04
Hourly	\$30.65	\$31.88	\$33.16	\$34.16	\$35.19	\$36.25	\$36.98	\$37.72	\$38.47	\$39.05	\$39.64	\$40.23	\$40.83	\$41.44	\$42.06

EXHIBIT A

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

CORPORAL- Year 1												
Effective 10/01/2022												
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	\$70,237.44	\$72,334.08	\$74,496.24	\$76,003.20	\$77,510.16	\$79,060.80	\$80,655.12	\$81,878.16	\$83,101.20	\$84,346.08	\$85,612.80	\$86,901.36
Hourly	\$32.16	\$33.12	\$34.11	\$34.80	\$35.49	\$36.20	\$36.93	\$37.49	\$38.05	\$38.62	\$39.20	\$39.79

CORPORAL- Year 2												
Effective 10/01/2023												
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	\$73,398.12	\$75,589.11	\$77,848.57	\$79,423.34	\$80,998.12	\$82,618.54	\$84,284.60	\$85,562.68	\$86,840.75	\$88,141.65	\$89,465.38	\$90,811.92
Hourly	\$33.61	\$34.61	\$35.64	\$36.37	\$37.09	\$37.83	\$38.59	\$39.18	\$39.76	\$40.36	\$40.96	\$41.58

CORPORAL- Year 3												
Effective 10/01/2024												
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	\$77,216.63	\$79,535.57	\$81,940.95	\$83,591.07	\$85,263.80	\$86,959.13	\$88,270.18	\$89,603.84	\$90,937.50	\$92,293.77	\$93,672.63	\$95,074.11
Hourly	\$35.36	\$36.42	\$37.52	\$38.27	\$39.04	\$39.82	\$40.42	\$41.03	\$41.64	\$42.26	\$42.89	\$43.53

EXHIBIT B

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

SERGEANT- Year 1

Effective 10/1/2022											
Years	5	6	7	8	9	10	11	12	13	14	15
Months	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$81,140.51	\$83,581.68	\$85,263.36	\$86,966.88	\$88,714.08	\$90,046.32	\$91,400.40	\$92,776.32	\$94,174.08	\$96,074.16	\$97,996.08
Hourly	\$37.15	\$38.27	\$39.04	\$39.82	\$40.62	\$41.23	\$41.85	\$42.48	\$43.12	\$43.99	\$44.87

SERGEANT- Year 2

Effective 10/01/2023											
Years	5	6	7	8	9	10	11	12	13	14	15
Months	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$81,946.96	\$84,417.50	\$86,968.63	\$88,706.22	\$90,488.36	\$91,847.25	\$93,228.41	\$94,631.85	\$96,057.56	\$97,995.64	\$99,956.00
Hourly	\$37.52	\$38.65	\$39.82	\$40.62	\$41.43	\$42.05	\$42.69	\$43.33	\$43.98	\$44.87	\$45.77

SERGEANT- Year 3

Effective 10/01/2024											
Years	5	6	7	8	9	10	11	12	13	14	15
Months	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169+
Annual	\$83,585.90	\$86,105.85	\$88,708.00	\$90,480.34	\$92,298.13	\$93,684.19	\$95,092.98	\$96,524.48	\$97,978.71	\$99,955.56	\$101,955.12
Hourly	\$38.27	\$39.43	\$40.62	\$41.43	\$42.26	\$42.90	\$43.54	\$44.20	\$44.86	\$45.77	\$46.68

EXHIBIT C

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

COMMANDER- Year 1

Effective 10/01/2022										
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	\$91,247.52	\$93,082.08	\$94,938.48	\$96,838.56	\$98,782.32	\$100,747.92	\$104,286.00	\$108,457.44	\$112,803.60	\$117,324.48
Hourly	\$41.78	\$42.62	\$43.47	\$44.34	\$45.23	\$46.13	\$47.75	\$49.66	\$51.65	\$53.72

COMMANDER- Year 2

Effective 10/01/2023										
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	\$92,160.00	\$94,943.72	\$96,837.25	\$98,775.33	\$100,757.97	\$102,762.88	\$106,371.72	\$110,626.59	\$115,059.67	\$119,670.97
Hourly	\$42.20	\$43.47	\$44.34	\$45.23	\$46.13	\$47.05	\$48.71	\$50.65	\$52.68	\$54.79

COMMANDER- Year 3

Effective 10/01/2024										
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	\$94,003.20	\$96,842.60	\$98,773.99	\$100,750.84	\$102,773.13	\$104,818.14	\$108,499.15	\$112,839.12	\$117,360.87	\$122,064.39
Hourly	\$43.04	\$44.34	\$45.23	\$46.13	\$47.06	\$47.99	\$49.68	\$51.67	\$53.74	\$55.89