

Classification	Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Police Officer	PO	\$77,112.00	\$79,425.36	\$81,808.12	\$84,262.36	\$86,790.24	\$89,393.94	\$92,075.76	\$94,838.03	\$97,683.17	\$100,613.67	\$103,632.08	\$106,741.04
148		\$37.07	\$38.19	\$39.33	\$40.51	\$41.73	\$42.98	\$44.27	\$45.60	\$46.96	\$48.37	\$49.82	\$51.32

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Sergeant	SG	\$111,010.68	\$114,341.00	\$117,771.23	\$121,304.37	\$124,943.50
23		\$53.37	\$54.97	\$56.62	\$58.32	\$60.07

Lieutenant	LT	\$129,941.24	\$133,839.48	\$137,854.66	\$141,990.30
7		\$62.47	\$64.35	\$66.28	\$68.26

Captain	CP	\$146,250.01	\$150,637.51	\$155,156.64	\$159,811.34
4		\$70.31	\$72.42	\$74.59	\$76.83

Additional Police Officer Compensation

Longevity Pay - LGC 141.032	
In accordance with Local Government Code (LGC) 141.032, \$4 a month for each year of service in the department, up to 25 years paid annually. The city further provides all employees (including police officers) with longevity pay, \$4 a month for each year of service to the City beyond 25 years.	
Certification Pay - LGC 143.044	
TCOLE BASIC CERTIFICATE	\$.0000 hourly
TCOLE INTERMEDIATE CERTIFICATE	\$.5800 hourly
TCOLE ADVANCED CERTIFICATE	\$.8700 hourly
TCOLE MASTER PEACE CERTIFICAT	\$ 1.1600 hourly
Education Incentive Pay - LGC 143.044	
All college degrees must be issued by an approved institution of higher education which is duly accredited by one of the regional accreditation agencies, no mail order degree will be approved.	
ASSOCIATE DEGREE	\$.5800 hourly
BACHELORS DEGREE	\$.8700 hourly
MASTERS DEGREE	\$1.1500 hourly
DOCTOR'S DEGREE	\$1.4423 hourly
Overtime	
All overtime for any classification shall be paid in accordance with applicable State and Federal Law, classified employees may accumulate up to 120 hours of Compensatory Time.	
Step Progression	
A one step progression occurs on the officer's anniversary date , not at the beginning of the fiscal year.	

Shift Differential Pay - LGC 143.047
When Classified employee is eligible, shift differential pay is \$1.0750 hourly. All assignments are at the discretion of the Chief of Police
Physical Fitness Pay - LGC 143.044
Those officers who have completed their probationary period and meet the requirements of Policy 203 of the Pearland Police Department are eligible for an incentive up to \$400 each fiscal year.
Detective Assignment Pay - LGC 143.042
Those Police Officers and Sergeants who are assigned as Detectives to Professional Standards or the Criminal Investigations Division will receive \$1.2500 hourly assignment pay for the duration of the assignment. All assignments are at the discretion of the Chief of Police.
Bilingual Assignment Pay - LGC 143.042
Sworn employees who meets the requirements set forth by the City are eligible for \$.4327 hourly.
Field Training Officer Assignment Pay - LGC 143.043
Those Police Officers who are assigned as field training officers receive pay equal to 1/2 hour of overtime for every 4 hours of field training provided. All assignments are at the discretion of the Chief of Police.
Sick Buy Back
Officers with a minimum of 5 years of service and 480 hours of sick leave in their accrual bank as of 10/1/2025 will be eligible to sell up to 60 hours of additional sick leave, over the 480 hours, back to the City for FY26.