

Irving Police Department

Compensation Plan

Effective April 6, 2008

Title	Method	Start	6 months	1.5 years	2.5 years	3.5 years	4.5 years	5.5 years
Police Officer	Hourly	23.90	25.09	26.34	27.66	29.04	30.50	32.02
	Monthly	4,142	4,349	4,566	4,794	5,034	5,286	5,550
	Yearly	49,704	52,188	54,792	57,528	60,408	63,432	66,600
Police Sergeant	Hourly	32.82	34.46	36.18	38.00			
	Monthly	5,689	5,973	6,272	6,586			
	Yearly	68,268	71,676	75,264	79,032			
Police Lieutenant	Hourly	39.75	41.73	43.82				
	Monthly	6,890	7,234	7,596				
	Yearly	82,680	86,808	91,152				
Police Captain	Hourly	45.29	47.56	49.94				
	Monthly	7,851	8,244	8,656				
	Yearly	94,212	98,928	103,872				
Assistant Chief of Police	Hourly	50.48	53.00	55.65	58.43			
	Monthly	8,750	9,187	9,646	10,128			
	Yearly	105,000	110,244	115,752	121,536			

Education Compensation Monthly	
Masters Degree	\$120
Bachelors Degree	\$100
90 College Hours	\$60
75 College Hours	\$40
60 College hours	\$20

Bilingual Compensation Monthly	
Level One Verbal	\$60
Level Two Verbal	\$150
Writing	\$100
Combined Max	\$250

Certification Pay (monthly)	
Master	\$90
Advanced	\$60
Intermediate	\$30