

CITY OF BEDFORD POLICE DEPARTMENT STEP PLAN - Effective 10/01/2019

Job Group	Ex/NonExempt	Job Title	GRADE	Pay Schedule	STEPS													
					1	2	3	4	5	6	7							
Serv. Workers	Non-Exempt	Police Recruit (No Certification)	PD1A	Annual	51,909													
				Monthly	4,326													
				Hourly -Regular	24.9563													
Serv. Workers	Non-Exempt	Police Recruit (Certified)	PD1B	Annual	54,505													
				Monthly	4,542													
				Hourly -Regular	26.2043													
Serv. Workers	Non-Exempt	Police Officer	PD2	Annual	57,354								59,505	61,736	64,051	66,453	68,945	71,531
				Monthly	4,780								4,959	5,145	5,338	5,538	5,745	5,961
				Hourly -Regular	27.5740								28.6081	29.6809	30.7939	31.9487	33.1467	34.3897
Serv. Worker II	Non-Exempt	Police Detective	PD3	Annual	73,680	75,890	78,167	80,512	82,927									
				Monthly	6,140	6,324	6,514	6,709	6,911									
				Hourly -Regular	35.4231	36.4858	37.5803	38.7078	39.8690									
Serv. Worker II	Non-Exempt	Police Sergeant	PD4	Annual	87,074	89,686	92,377	95,148	98,002									
				Monthly	7,256	7,474	7,698	7,929	8,167									
				Hourly -Regular	41.8624	43.1183	44.4119	45.7442	47.1165									
Mgrs & Supvs	Non-Exempt	Police Lieutenant	PD5	Annual	100,945	103,973	107,093	110,305										
				Monthly	8,412	8,664	8,924	9,192										
				Hourly -Regular	48.5313	49.9872	51.4868	53.0314										
Mgrs & Supvs	Non-Exempt	Police Captain	PD6	Annual	113,614	117,022	120,533											
				Monthly	9,468	9,752	10,044											
				Hourly -Regular	54.6221	56.2608	57.9486											

Ranks

Step increase will occur at the start of the pay period following anniversary date of promotion to that rank (employees hired at point of implementation will increase at pay period following October 1).

Increase from Step 2 to Step 3 at Police Officer level is further contingent on successful passing of promotion exam, failure to pass will result in remaining at Step 2.

Once max of plan is reached, increases are subject to annual COLA increases as approved in budget.

Continuation of the Step plan is dependant upon annual budgetary authorization by the City Council of Bedford, Texas.

Note A: If an employee in step is on disciplinary probation, the employee will not advance to the next step in the step plan until the disciplinary probation status has been successfully completed. Once the employee is removed from disciplinary probation, the employee will advance to the next step. This should occur at the beginning of a pay period. Also, there will be no retroactive pay back to the original date that the employee should have advanced had the employee not been on disciplinary probation. Note B: Expreienced personnel may be hired in at any step with City Manager and HR approval.