

University of Houston Clear Lake

Police Department

Police Officer Pay Table

Step	Entry After	Base Pay*	+	Certification Pay	+	Hazardous Duty Pay	=	Total Pay
1	Entry	\$50,024.00	+	Table A	+	Table B	=	Total Pay
2	1 Year	\$51,916.80	+	Table A	+	Table B	=	Total Pay
3	2 Years	\$53,830.40	+	Table A	+	Table B	=	Total Pay
4	3 Years	\$55,723.20	+	Table A	+	Table B	=	Total Pay
5	4 Years	\$57,616.00	+	Table A	+	Table B	=	Total Pay
6	5 Years	\$59,508.80	+	Table A	+	Table B	=	Total Pay
7	6 Years	\$61,422.40	+	Table A	+	Table B	=	Total Pay
8	7 Years	\$63,315.20	+	Table A	+	Table B	=	Total Pay
9	8 Years	\$65,208.00	+	Table A	+	Table B	=	Total Pay
10	9 Years	\$67,100.80	+	Table A	+	Table B	=	Total Pay
11	10 Years	\$69,014.40	+	Table A	+	Table B	=	Total Pay
12	11 Years	\$70,907.20	+	Table A	+	Table B	=	Total Pay
13	12 Years	\$72,800.00	+	Table A	+	Table B	=	Total Pay
14	13 Years	\$74,692.80	+	Table A	+	Table B	=	Total Pay
15	14 Years	\$76,606.40	+	Table A	+	Table B	=	Total Pay
16	15 Years	\$78,499.20	+	Table A	+	Table B	=	Total Pay

Table A – Certification Pay (variable pay not cumulative)	
Intermediate Peace Officer Certification	\$1,200 / Annually
Advanced Peace Officer Certification	\$2,400 / Annually
Master Peace Officer Certification	\$3,600 / Annually
Or	
Table A – Education Pay (variable pay not cumulative)	
Associate Degree or 60 College Hours	\$1,200 / Annually
Bachelor Degree or 120 College Hours	\$2,400 / Annually
Master Degree	\$3,600 / Annually

Table B. Hazardous Duty Pay	\$10 per month for each year of service
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Shift Differential Pay (hourly employees)	
Evening Shift 3pm to 11pm	\$.75 per hour
Night Shift 11pm to 7am	\$1.00 per hour

Field Training Officer Pay	Peace Officer \$30 each training day Dispatcher \$20 each training day
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Corporal Pay Table

Step	Entry After	Base Pay*	+	Certification Pay	+	Hazardous Duty Pay	=	Total Pay
1	Entry*	\$59,155.20	+	Table A	+	Table B	=	Total Pay
2	1 Year**	\$61,110.40	+	Table A	+	Table B	=	Total Pay
3	2 Years^	\$63,044.80	+	Table A	+	Table B	=	Total Pay
4	3 Years	\$65,000.00	+	Table A	+	Table B	=	Total Pay
5	4 Years	\$66,955.20	+	Table A	+	Table B	=	Total Pay
6	5 Years	\$68,910.40	+	Table A	+	Table B	=	Total Pay
7	6 Years	\$70,844.80	+	Table A	+	Table B	=	Total Pay
8	7 Years	\$72,800.00	+	Table A	+	Table B	=	Total Pay
9	8 Years	\$74,755.20	+	Table A	+	Table B	=	Total Pay
10	9 Years	\$76,710.40	+	Table A	+	Table B	=	Total Pay
11	10 Years	\$78,644.80	+	Table A	+	Table B	=	Total Pay
12	11 Years	\$80,600.00	+	Table A	+	Table B	=	Total Pay
13	12 Years	\$82,555.20	+	Table A	+	Table B	=	Total Pay
14	13 Years	\$84,510.40	+	Table A	+	Table B	=	Total Pay
15	14 Years	\$86,444.80	+	Table A	+	Table B	=	Total Pay
16	15 Years	\$88,400.00	+	Table A	+	Table B	=	Total Pay

See First Page for Table A, Table B and other pay differentials.

Legend - Promotion from Police Officer to Corporal
*If Police Officer Step 4 or less, promote to Corporal Step 1
**If Police Officer Step 5, promote to Corporal Step 2
^ If Police Officer Step 6, promote to Corporal Step 3 and so forth

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Sergeant Pay Table

Step	Entry After	Base Pay*	+	Certification Pay	+	Hazardous Duty Pay	=	Total Pay
1	Entry*	\$63,044.80	+	Table A	+	Table B	=	Total Pay
2	1 Year**	\$65,000.00	+	Table A	+	Table B	=	Total Pay
3	2 Years^	\$66,955.20	+	Table A	+	Table B	=	Total Pay
4	3 Years	\$68,910.40	+	Table A	+	Table B	=	Total Pay
5	4 Years	\$70,844.80	+	Table A	+	Table B	=	Total Pay
6	5 Years	\$72,800.00	+	Table A	+	Table B	=	Total Pay
7	6 Years	\$74,755.20	+	Table A	+	Table B	=	Total Pay
8	7 Years	\$76,710.40	+	Table A	+	Table B	=	Total Pay
9	8 Years	\$78,644.80	+	Table A	+	Table B	=	Total Pay
10	9 Years	\$80,600.00	+	Table A	+	Table B	=	Total Pay
11	10 Years	\$82,555.20	+	Table A	+	Table B	=	Total Pay
12	11 Years	\$84,510.40	+	Table A	+	Table B	=	Total Pay
13	12 Years	\$86,444.80	+	Table A	+	Table B	=	Total Pay
14	13 Years	\$88,400.00	+	Table A	+	Table B	=	Total Pay
15	14 Years	\$90,355.20	+	Table A	+	Table B	=	Total Pay
16	15 Years	\$92,310.40	+	Table A	+	Table B	=	Total Pay

See First Page for Table A, Table B and other pay differentials.

Legend - Promotion from Corporal to Sergeant
*If Corporal Step 2 or less, promote to Sergeant Step 1
**If Corporal Step 3, promote to Sergeant Step 2
^ If Corporal Step 4, promote to Sergeant Step 3 and so forth

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Lieutenant Pay Table

Step	Entry After	Base Pay*	+	Certification Pay	+	Hazardous Duty Pay	=	Total Pay
1	Entry	\$80,600.00	+	Table A	+	Table B	=	Total Pay
2	1 Year	\$82,680.00	+	Table A	+	Table B	=	Total Pay
3	2 Years	\$84,760.00	+	Table A	+	Table B	=	Total Pay
4	3 Years	\$86,840.00	+	Table A	+	Table B	=	Total Pay
5	4 Years	\$88,920.00	+	Table A	+	Table B	=	Total Pay
6	5 Years	\$91,000.00	+	Table A	+	Table B	=	Total Pay
7	6 Years	\$93,080.00	+	Table A	+	Table B	=	Total Pay
8	7 Years	\$95,160.00	+	Table A	+	Table B	=	Total Pay
9	8 Years	\$97,240.00	+	Table A	+	Table B	=	Total Pay
10	9 Years	\$99,320.00	+	Table A	+	Table B	=	Total Pay
11	10 Years	\$101,400.00	+	Table A	+	Table B	=	Total Pay
12	11 Years	\$103,480.00	+	Table A	+	Table B	=	Total Pay
13	12 Years	\$105,560.00	+	Table A	+	Table B	=	Total Pay
14	13 Years	\$107,640.00	+	Table A	+	Table B	=	Total Pay
15	14 Years	\$109,720.00	+	Table A	+	Table B	=	Total Pay
16	15 Years	\$111,800.00	+	Table A	+	Table B	=	Total Pay

See First Page for Table A, Table B and other pay differentials.