

CITY OF ANNA
POLICE PAY PLAN FY25-26
EFFECTIVE: 10/1/2025

POSITION	FLSA	PERIOD	STEP-0	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6
Police Officer Recruit	N	Annually Monthly Hourly (2080)	\$72,450.00 \$6,037.50 \$34.83						
Police Officer	N	Annually Monthly Hourly (2080)		\$79,173.49 \$6,597.79 \$38.06	\$81,944.56 \$6,828.71 \$39.40	\$84,812.62 \$7,067.72 \$40.78	\$87,781.06 \$7,315.09 \$42.20	\$90,853.40 \$7,571.12 \$43.68	\$94,033.27 \$7,836.11 \$45.21
Police Detective	N	Annually Monthly Hourly (2080)		\$90,571.83 \$7,547.65 \$43.54	\$93,288.98 \$7,774.08 \$44.85	\$96,087.65 \$8,007.30 \$46.20	\$98,970.28 \$8,247.52 \$47.58	\$101,939.39 \$8,494.95 \$49.01	
Police Corporal	N	Annually Monthly Hourly (2080)		\$92,296.65 \$7,691.39 \$44.37	\$95,065.55 \$7,922.13 \$45.70	\$97,917.52 \$8,159.79 \$47.08	\$100,855.04 \$8,404.59 \$48.49	\$103,880.69 \$8,656.72 \$49.94	
Police Sergeant	N	Annually Monthly Hourly (2080)		\$101,834.22 \$8,486.19 \$48.96	\$104,889.25 \$8,740.77 \$50.43	\$108,035.92 \$9,002.99 \$51.94	\$111,277.00 \$9,273.08 \$53.50	\$114,615.31 \$9,551.28 \$55.10	
Police Lieutenant	N	Annually Monthly Hourly (2080)		\$120,936.02 \$10,078.00 \$58.14	\$124,564.10 \$10,380.34 \$59.89	\$128,301.02 \$10,691.75 \$61.68	\$132,150.05 \$11,012.50 \$63.53	\$136,114.55 \$11,342.88 \$65.44	

Police Officer Recruit with No Experience - upon successful completion of the Police Academy, and once sworn in by the Chief, will move to Police Officer STEP 1

Eligible in-state Certified Officers with Experience will start at the eligible lateral Police Officer STEP grade.

After each rank reaches their last STEP, they are eligible to receive a lump sum amount based on performance and annual budget each year, until they move ranks or if the STEP Plan gets adjusted.