



Exhibit A

City of Grand Prairie
Police Civil Service Pay Plan
Effective 7/11/2026

	STEP	1	2	3	4	5	6	7	8
	YOS	0	1	2	3	4	5	6	7+
Police Officer GRADE: 1	Hourly	\$43.2692	\$43.7500	\$44.2307	\$44.8317	\$47.0673	\$49.3990	\$51.9230	\$53.4879
	Est. Annually	\$90,000	\$91,000	\$92,000	\$93,250	\$97,900	\$102,750	\$108,000	\$111,255

Police Sergeant GRADE: 2	Hourly	\$56.9331	\$59.7768	\$62.7655
	Est. Annually	\$118,421	\$124,336	\$130,552

Police Lieutenant GRADE: 3	Hourly	\$65.8479	\$69.1399	\$72.5979
	Est. Annually	\$136,964	\$143,811	\$151,004

Police Deputy Chief GRADE: 4	Hourly	\$74.0566	\$77.7595	\$81.6476
	Est. Annually	\$154,038	\$161,740	\$169,827

Police Asst Chief GRADE: 5	Hourly	\$93.0397	\$97.6915
	Est. Annually	\$193,523	\$203,198

- A) All steps are truncated to the 4th place.
- B) Employees will move to the next step in the month of their annual anniversary date
- C) Once employee is topped-out, the anniversary date will be October 1st
- D) An employee will start at the minimum step if promoted to a higher rank and will have a new anniversary date one year from promotion date