



# Kyle Police Department

## 2025-2026 Step Plan

Approved for use October 1, 2025

### Officer

Year	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FY 2025	\$ 32.78	\$ 34.10	\$ 35.47	\$ 36.53	\$ 37.63	\$ 38.76	\$ 39.54	\$ 40.32	\$ 41.13	\$ 41.94	\$ 42.57	\$ 43.21	\$ 43.86	\$ 44.52	\$ 45.19
FY 2026	\$ 36.06	\$ 37.51	\$ 39.02	\$ 40.19	\$ 41.40	\$ 42.64	\$ 43.49	\$ 44.35	\$ 45.24	\$ 46.14	\$ 46.83	\$ 47.53	\$ 48.25	\$ 48.97	\$ 49.71
Increase	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%
FY 2027 *	\$ 36.78	\$ 38.26	\$ 39.80	\$ 40.99	\$ 42.22	\$ 43.49	\$ 44.36	\$ 45.24	\$ 46.14	\$ 47.06	\$ 47.76	\$ 48.48	\$ 49.21	\$ 49.95	\$ 50.71
FY 2028 *	\$ 37.52	\$ 39.03	\$ 40.59	\$ 41.81	\$ 43.07	\$ 44.36	\$ 45.25	\$ 46.14	\$ 47.07	\$ 48.00	\$ 48.72	\$ 49.45	\$ 50.19	\$ 50.95	\$ 51.72

### Corporal

Year	4	5	6	7	8	9	10	11	12	13	14	15
FY 2025	\$ 38.65	\$ 39.80	\$ 40.99	\$ 41.83	\$ 42.65	\$ 43.50	\$ 44.38	\$ 45.06	\$ 45.72	\$ 46.41	\$ 47.10	\$ 47.82
FY 2026	\$ 41.94	\$ 43.18	\$ 44.47	\$ 45.38	\$ 46.28	\$ 47.20	\$ 48.15	\$ 48.89	\$ 49.61	\$ 50.36	\$ 51.11	\$ 51.88
Increase	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%	8.50%
FY 2027 *	\$ 42.78	\$ 44.05	\$ 45.36	\$ 46.29	\$ 47.20	\$ 48.15	\$ 49.11	\$ 49.86	\$ 50.60	\$ 51.37	\$ 52.13	\$ 52.92
FY 2028 *	\$ 43.63	\$ 44.93	\$ 46.27	\$ 47.21	\$ 48.15	\$ 49.11	\$ 50.10	\$ 50.86	\$ 51.61	\$ 52.39	\$ 53.17	\$ 53.98

### Sergeant

Year	5	6	7	8	9	10	11	12	13	14	15
FY 2025	\$ 45.02	\$ 46.38	\$ 47.78	\$ 48.74	\$ 49.72	\$ 50.46	\$ 51.23	\$ 52.00	\$ 52.78	\$ 53.84	\$ 54.92
FY 2026	\$ 49.98	\$ 51.48	\$ 53.04	\$ 54.11	\$ 55.18	\$ 56.01	\$ 56.86	\$ 57.72	\$ 58.58	\$ 59.77	\$ 60.97
Increase	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%
FY 2027 *	\$ 50.98	\$ 52.51	\$ 54.10	\$ 55.19	\$ 56.29	\$ 57.13	\$ 58.00	\$ 58.87	\$ 59.75	\$ 60.96	\$ 62.18
FY 2028 *	\$ 52.00	\$ 53.56	\$ 55.18	\$ 56.29	\$ 57.41	\$ 58.27	\$ 59.16	\$ 60.05	\$ 60.95	\$ 62.18	\$ 63.43

### Commander

Year	6	7	8	9	10	11	12	13	14	15
FY 2025	\$ 50.64	\$ 52.28	\$ 53.21	\$ 54.28	\$ 55.36	\$ 56.46	\$ 58.45	\$ 60.78	\$ 63.22	\$ 65.75
FY 2026	\$ 60.77	\$ 62.74	\$ 63.85	\$ 65.13	\$ 66.43	\$ 67.75	\$ 70.14	\$ 72.94	\$ 75.86	\$ 78.90
Increase	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
FY 2027 *	\$ 61.98	\$ 64.00	\$ 65.13	\$ 66.43	\$ 67.76	\$ 69.11	\$ 71.55	\$ 74.39	\$ 77.38	\$ 80.48
FY 2028 *	\$ 63.22	\$ 65.28	\$ 66.43	\$ 67.76	\$ 69.11	\$ 70.49	\$ 72.98	\$ 75.88	\$ 78.92	\$ 82.09

\* Meet and Confer Agreement Section 6.02 stipulates a minimum increase of 2% year over year. Analysis will be done each may to ascertain market status