



**Police Civil Service Pay Plan  
Effective 10-1-2016**

	<b>STEP</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
	YOS	0	1	2	3	4	5	6	15+ Yrs
<b>Police Officer GRADE: 1</b>	Hourly	\$27.7875	\$29.1769	\$30.6342	\$32.1686	\$33.7801	\$35.4688	\$37.2423	\$38.1733
	Est. Monthly	\$4,816.49	\$5,057.33	\$5,309.93	\$5,575.89	\$5,855.22	\$6,147.93	\$6,455.33	\$6,616.70
	Est. Annually	\$57,798	\$60,688	\$63,719	\$66,911	\$70,263	\$73,775	\$77,464	\$79,400

<b>Police Sergeant GRADE: 2</b>	Hourly	\$40.8520	\$42.8926	\$45.0370
	Est. Monthly	\$7,081.02	\$7,434.71	\$7,806.42
	Est. Annually	\$84,972	\$89,217	\$93,677

<b>Police Lieutenant GRADE: 3</b>	Hourly	\$47.3545	\$49.7219	\$52.2088
	Est. Monthly	\$8,208.12	\$8,618.47	\$9,049.52
	Est. Annually	\$98,497	\$103,422	\$108,594

<b>Police Deputy Chief GRADE: 4</b>	Hourly	\$55.1617	\$57.9198	\$60.8158
	Est. Monthly	\$9,561.36	\$10,039.43	\$10,541.40
	Est. Annually	\$114,736	\$120,473	\$126,497

<b>Police Asst Chief GRADE: 5</b>	Hourly	\$67.9371
	Est. Monthly	\$11,775.76
	Est. Annually	\$141,309

- A) Employees will move to the next step at annual anniversary date
- B) Once employee is topped-out, the anniversary date will be October 1st
- C) 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