



**Police Civil Service Pay Plan  
Effective 1-19-2019**

	<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	6-11	12+
<b>Police Officer GRADE: 1</b>	Hourly	\$29.9663	\$31.4647	\$33.0362	\$34.6910	\$36.4288	\$38.2499	\$40.1625	\$41.3631
	Est. Annually	\$62,330	\$65,447	\$68,715	\$72,157	\$75,772	\$79,560	\$83,538	\$86,035

<b>Police Sergeant GRADE: 2</b>	Hourly	\$43.3399	\$45.5048	\$47.7797
	Est. Annually	\$90,147	\$94,650	\$99,382

<b>Police Lieutenant GRADE: 3</b>	Hourly	\$50.2385	\$52.7500	\$55.3883
	Est. Annually	\$104,496	\$109,720	\$115,208

<b>Police Deputy Chief GRADE: 4</b>	Hourly	\$58.5211	\$61.4471	\$64.5195
	Est. Annually	\$121,723	\$127,810	\$134,200

<b>Police Asst Chief GRADE: 5</b>	Hourly	\$72.0745
	Est. Annually	\$149,915

- 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