| % between steps | 2.00% |
|---|---|

# DRAFT: PUBLIC SAFETY PAY PLAN

| *Police Department Position Title* | ***Market & Promotional practice %*** | *0* | *1* | *2* | *3* | *4* | *5* | *6* | *7* | *8* | *9* | *10* | *11* | *12* | *13* | *14* | *15* | *16* | *17* | *18* | *19* | *20* | *21* | *22* | *23* | *24* | *25* |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Captain | 10.00% | | | | | | | $ 75,565 | $ 77,076 | $ 78,618 | $ 80,190 | $ 81,794 | $ 83,430 | $ 85,098 | $ 86,800 | $ 88,536 | $ 90,307 | $ 92,113 | $ 93,956 | $ 95,835 | $ 97,751 | $ 99,706 | $ 101,700 | $ 103,734 | $ 105,809 | $ 107,925 | $ 110,084 |
| Lieutenant | 10.00% | | | | | | $ 67,348 | $ 68,695 | $ 70,069 | $ 71,471 | $ 72,900 | $ 74,358 | $ 75,845 | $ 77,362 | $ 78,909 | $ 80,488 | $ 82,097 | $ 83,739 | $ 85,414 | $ 87,122 | $ 88,865 | $ 90,642 | $ 92,455 | $ 94,304 | $ 96,190 | $ 98,114 | $ 100,076 |
| First Sergeant | 10.00% | | | | | $ 60,025 | $ 61,226 | $ 62,450 | $ 63,699 | $ 64,973 | $ 66,273 | $ 67,598 | $ 68,950 | $ 70,329 | $ 71,736 | $ 73,171 | $ 74,634 | $ 76,127 | $ 77,649 | $ 79,202 | $ 80,786 | $ 82,402 | $ 84,050 | $ 85,731 | $ 87,446 | $ 89,195 | $ 90,978 |
| Sergeant | 21.55% | | | | $ 53,499 | $ 54,569 | $ 55,660 | $ 56,773 | $ 57,909 | $ 59,067 | $ 60,248 | $ 61,453 | $ 62,682 | $ 63,936 | $ 65,214 | $ 66,519 | $ 67,849 | $ 69,206 | $ 70,590 | $ 72,002 | $ 73,442 | $ 74,911 | $ 76,409 | $ 77,937 | $ 79,496 | $ 81,086 | $ 82,708 |
| Master Police Officer | 5.00% | | | | | | | | | | $ 57,379 | $ 58,527 | $ 59,698 | $ 60,891 | $ 62,109 | $ 63,351 | $ 64,618 | $ 65,911 | $ 67,229 | $ 68,574 | $ 69,945 | $ 71,344 | $ 72,771 | $ 74,226 | $ 75,711 | $ 77,225 | $ 78,770 |
| Senior Police Officer | 5.00% | | | | | | | $ 51,495 | $ 52,525 | $ 53,576 | $ 54,647 | $ 55,740 | $ 56,855 | $ 57,992 | $ 59,152 | $ 60,335 | $ 61,541 | $ 62,772 | $ 64,028 | $ 65,308 | $ 66,614 | $ 67,947 | $ 69,306 | $ 70,692 | $ 72,106 | $ 73,548 | $ 75,019 |
| Police Officer 1st Class | 5.00% | | | | $ 46,214 | $ 47,139 | $ 48,081 | $ 49,043 | $ 50,024 | $ 51,024 | $ 52,045 | $ 53,086 | $ 54,147 | $ 55,230 | $ 56,335 | $ 57,462 | $ 58,611 | $ 59,783 | $ 60,979 | $ 62,198 | $ 63,442 | $ 64,711 | $ 66,005 | $ 67,325 | $ 68,672 | $ 70,045 | $ 71,446 |
| Police Officer | 5.00% | $ 41,475 | $ 42,305 | $ 43,151 | $ 44,014 | $ 44,894 | $ 45,792 | $ 46,708 | $ 47,642 | $ 48,595 | $ 49,566 | $ 50,558 | $ 51,569 | $ 52,600 | $ 53,652 | $ 54,725 | $ 55,820 | $ 56,936 | $ 58,075 | $ 59,237 | $ 60,421 | $ 61,630 | $ 62,862 | $ 64,120 | $ 65,402 | $ 66,710 | $ 68,044 |
| Recruit/Training | n/a | $ 39,500 | | | | | | | | | | | | | | | | | | | | | | | | | |