

Appendix A-1. Fiscal Year 2013-2014 Pay Schedule

Proposed Police Pay Scale FY2013-14

40 Hour Week

GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP		10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$27,114	\$30,427	\$33,582	\$33,582	\$33,582	\$33,582	\$35,932	\$35,932	\$35,932	\$35,932	\$38,448	\$38,448	\$38,448
17050	MO	\$4,700	\$5,274	\$5,821	\$5,821	\$5,821	\$5,821	\$6,228	\$6,228	\$6,228	\$6,228	\$6,664	\$6,664	\$6,664
P02	YR	\$56,397	\$63,287	\$69,851	\$69,851	\$69,851	\$69,851	\$74,739	\$74,739	\$74,739	\$74,739	\$79,972	\$79,972	\$79,972
CORPORAL / DETECTIVE	HR					\$36,604	\$36,604	\$39,167	\$39,167	\$39,167	\$39,167	\$41,909	\$41,909	\$41,909
17025	MO					\$6,345	\$6,345	\$6,789	\$6,789	\$6,789	\$6,789	\$7,264	\$7,264	\$7,264
P07	YR					\$76,137	\$76,137	\$81,467	\$81,467	\$81,467	\$81,467	\$87,170	\$87,170	\$87,170
SERGEANT	HR								\$42,691	\$42,691	\$42,691	\$45,680	\$45,680	\$45,680
17070	MO								\$7,400	\$7,400	\$7,400	\$7,918	\$7,918	\$7,918
P08	YR								\$88,797	\$88,797	\$88,797	\$95,014	\$95,014	\$95,014
LIEUTENANT	HR										\$49,095	\$52,531	\$52,531	\$52,531
17045	MO										\$8,510	\$9,105	\$9,105	\$9,105
P09	YR										\$102,117	\$109,265	\$109,265	\$109,265
COMMANDER	HR												\$60,744	\$60,744
17018	MO												\$10,529	\$10,529
P10	YR												\$126,347	\$126,347

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

GRADE		N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP		140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$38,448	\$41,139	\$41,139	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020	\$44,020
17050	MO	\$6,664	\$7,131	\$7,131	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630	\$7,630
P02	YR	\$79,972	\$85,569	\$85,569	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561	\$91,561
CORPORAL / DETECTIVE	HR	\$41,909	\$44,842	\$44,842	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982	\$47,982
17025	MO	\$7,264	\$7,773	\$7,773	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317	\$8,317
P07	YR	\$87,170	\$93,271	\$93,271	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802	\$99,802
SERGEANT	HR	\$45,680	\$48,876	\$48,876	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298	\$52,298
17070	MO	\$7,918	\$8,472	\$8,472	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065	\$9,065
P08	YR	\$95,014	\$101,663	\$101,663	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781	\$108,781
LIEUTENANT	HR	\$52,531	\$56,209	\$56,209	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144	\$60,144
17045	MO	\$9,105	\$9,743	\$9,743	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425	\$10,425
P09	YR	\$109,265	\$116,915	\$116,915	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099	\$125,099
COMMANDER	HR	\$60,744	\$64,996	\$64,996	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545	\$69,545
17018	MO	\$10,529	\$11,266	\$11,266	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055	\$12,055
P10	YR	\$126,347	\$135,191	\$135,191	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654	\$144,654

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

Year 1: The pay increase will be 1.5% effective first pay period FY 2013-14.

Appendix A-2. Fiscal Year 2014-2015 Pay Schedule

Proposed Police Pay Scale FY 2014-15

40 Hour Week

	GRADE PAYSTEP YEAR	A	B	C	D	E	F	G	H	I	J	K	L	M
		10	20	30	40	50	60	70	80	90	100	110	120	130
		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$27,385	\$30,731	\$33,918	\$33,918	\$33,918	\$33,918	\$36,292	\$36,292	\$36,292	\$36,292	\$38,833	\$38,833	\$38,833
17050	MO	\$4,747	\$5,327	\$5,879	\$5,879	\$5,879	\$5,879	\$6,291	\$6,291	\$6,291	\$6,291	\$6,731	\$6,731	\$6,731
P02	YR	\$56,961	\$63,920	\$70,550	\$70,550	\$70,550	\$70,550	\$75,487	\$75,487	\$75,487	\$75,487	\$80,772	\$80,772	\$80,772
CORPORAL / DETECTIVE	HR					\$36,970	\$36,970	\$39,558	\$39,558	\$39,558	\$39,558	\$42,328	\$42,328	\$42,328
17025	MO					\$6,408	\$6,408	\$6,857	\$6,857	\$6,857	\$6,857	\$7,337	\$7,337	\$7,337
P07	YR					\$76,898	\$76,898	\$82,281	\$82,281	\$82,281	\$82,281	\$88,042	\$88,042	\$88,042
SERGEANT	HR								\$43,118	\$43,118	\$43,118	\$46,136	\$46,136	\$46,136
17070	MO								\$7,474	\$7,474	\$7,474	\$7,997	\$7,997	\$7,997
P08	YR								\$89,685	\$89,685	\$89,685	\$95,964	\$95,964	\$95,964
LIEUTENANT	HR										\$49,586	\$53,057	\$53,057	\$53,057
17045	MO										\$8,595	\$9,196	\$9,196	\$9,196
P09	YR										\$103,138	\$110,358	\$110,358	\$110,358
COMMANDER	HR												\$61,351	\$61,351
17018	MO												\$10,634	\$10,634
P10	YR												\$127,611	\$127,611

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

	GRADE PAYSTEP YEAR	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
		140	150	160	170	180	190	200	210	220	230	240	250	260
		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$38,833	\$41,550	\$41,550	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460	\$44,460
17050	MO	\$6,731	\$7,202	\$7,202	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706	\$7,706
P02	YR	\$80,772	\$86,425	\$86,425	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477	\$92,477
CORPORAL / DETECTIVE	HR	\$42,328	\$45,290	\$45,290	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462	\$48,462
17025	MO	\$7,337	\$7,850	\$7,850	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400	\$8,400
P07	YR	\$88,042	\$94,204	\$94,204	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800	\$100,800
SERGEANT	HR	\$46,136	\$49,365	\$49,365	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821	\$52,821
17070	MO	\$7,997	\$8,557	\$8,557	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156	\$9,156
P08	YR	\$95,964	\$102,680	\$102,680	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868	\$109,868
LIEUTENANT	HR	\$53,057	\$56,771	\$56,771	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745	\$60,745
17045	MO	\$9,196	\$9,840	\$9,840	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529	\$10,529
P09	YR	\$110,358	\$118,084	\$118,084	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350	\$126,350
COMMANDER	HR	\$61,351	\$65,646	\$65,646	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241	\$70,241
17018	MO	\$10,634	\$11,379	\$11,379	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175	\$12,175
P10	YR	\$127,611	\$136,543	\$136,543	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101	\$146,101

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

Year 2: The pay increase will be 1.0% effective first pay period FY 2014-15.

Effective Date: 1st Pay Period FY15

Appendix A-3. Fiscal Year 2015-2016 Pay Schedule

40 Hour Week

Proposed Police Pay Scale FY 2015-16

GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M	
PAYSTEP	10	20	30	40	50	60	70	80	90	100	110	120	130	
YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12	
OFFICER	HR	\$27,659	\$31,038	\$34,257	\$34,257	\$34,257	\$34,257	\$36,655	\$36,655	\$36,655	\$36,655	\$39,221	\$39,221	\$39,221
17050	MO	\$4,794	\$5,380	\$5,938	\$5,938	\$5,938	\$5,938	\$6,353	\$6,353	\$6,353	\$6,353	\$6,798	\$6,798	\$6,798
P02	YR	\$57,530	\$64,559	\$71,255	\$71,255	\$71,255	\$71,255	\$76,241	\$76,241	\$76,241	\$76,241	\$81,580	\$81,580	\$81,580
CORPORAL / DETECTIVE	HR					\$37,340	\$37,340	\$39,954	\$39,954	\$39,954	\$39,954	\$42,751	\$42,751	\$42,751
17025	MO					\$6,472	\$6,472	\$6,925	\$6,925	\$6,925	\$6,925	\$7,410	\$7,410	\$7,410
P07	YR					\$77,667	\$77,667	\$83,104	\$83,104	\$83,104	\$83,104	\$88,922	\$88,922	\$88,922
SERGEANT	HR							\$43,549	\$43,549	\$43,549	\$46,598	\$46,598	\$46,598	
17070	MO							\$7,548	\$7,548	\$7,548	\$8,077	\$8,077	\$8,077	
P08	YR							\$90,582	\$90,582	\$90,582	\$96,923	\$96,923	\$96,923	
LIEUTENANT	HR									\$50,081	\$53,587	\$53,587	\$53,587	
17045	MO									\$8,681	\$9,288	\$9,288	\$9,288	
P09	YR									\$104,170	\$111,461	\$111,461	\$111,461	
COMMANDER	HR											\$61,965	\$61,965	
17018	MO											\$10,741	\$10,741	
P10	YR											\$128,887	\$128,887	

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

GRADE	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP	140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR	13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$39,221	\$41,966	\$41,966	\$44,905	\$44,905	\$44,905	\$44,905	\$44,905	\$44,905	\$44,905	\$44,905	\$44,905
17050	MO	\$6,798	\$7,274	\$7,274	\$7,783	\$7,783	\$7,783	\$7,783	\$7,783	\$7,783	\$7,783	\$7,783	\$7,783
P02	YR	\$81,580	\$87,289	\$87,289	\$93,402	\$93,402	\$93,402	\$93,402	\$93,402	\$93,402	\$93,402	\$93,402	\$93,402
CORPORAL / DETECTIVE	HR	\$42,751	\$45,743	\$45,743	\$48,946	\$48,946	\$48,946	\$48,946	\$48,946	\$48,946	\$48,946	\$48,946	\$48,946
17025	MO	\$7,410	\$7,929	\$7,929	\$8,484	\$8,484	\$8,484	\$8,484	\$8,484	\$8,484	\$8,484	\$8,484	\$8,484
P07	YR	\$88,922	\$95,146	\$95,146	\$101,808	\$101,808	\$101,808	\$101,808	\$101,808	\$101,808	\$101,808	\$101,808	\$101,808
SERGEANT	HR	\$46,598	\$49,859	\$49,859	\$53,350	\$53,350	\$53,350	\$53,350	\$53,350	\$53,350	\$53,350	\$53,350	\$53,350
17070	MO	\$8,077	\$8,642	\$8,642	\$9,247	\$9,247	\$9,247	\$9,247	\$9,247	\$9,247	\$9,247	\$9,247	\$9,247
P08	YR	\$96,923	\$103,706	\$103,706	\$110,967	\$110,967	\$110,967	\$110,967	\$110,967	\$110,967	\$110,967	\$110,967	\$110,967
LIEUTENANT	HR	\$53,587	\$57,339	\$57,339	\$61,353	\$61,353	\$61,353	\$61,353	\$61,353	\$61,353	\$61,353	\$61,353	\$61,353
17045	MO	\$9,288	\$9,939	\$9,939	\$10,634	\$10,634	\$10,634	\$10,634	\$10,634	\$10,634	\$10,634	\$10,634	\$10,634
P09	YR	\$111,461	\$119,265	\$119,265	\$127,613	\$127,613	\$127,613	\$127,613	\$127,613	\$127,613	\$127,613	\$127,613	\$127,613
COMMANDER	HR	\$61,965	\$66,302	\$66,302	\$70,943	\$70,943	\$70,943	\$70,943	\$70,943	\$70,943	\$70,943	\$70,943	\$70,943
17018	MO	\$10,741	\$11,492	\$11,492	\$12,297	\$12,297	\$12,297	\$12,297	\$12,297	\$12,297	\$12,297	\$12,297	\$12,297
P10	YR	\$128,887	\$137,909	\$137,909	\$147,562	\$147,562	\$147,562	\$147,562	\$147,562	\$147,562	\$147,562	\$147,562	\$147,562

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

Year 3: The pay increase will be 1.0% effective first pay period FY 2015-16.

Appendix A-4. Fiscal Year 2016-2017 Pay Schedule

Proposed Police Pay Scale FY 2016-17

40 Hour Week

GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP		10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$28,212	\$31,659	\$34,943	\$34,943	\$34,943	\$34,943	\$37,388	\$37,388	\$37,388	\$37,388	\$40,005	\$40,005	\$40,005
17050	MO	\$4,890	\$5,488	\$6,057	\$6,057	\$6,057	\$6,057	\$6,481	\$6,481	\$6,481	\$6,481	\$6,934	\$6,934	\$6,934
P02	YR	\$58,681	\$65,850	\$72,681	\$72,681	\$72,681	\$72,681	\$77,766	\$77,766	\$77,766	\$77,766	\$83,211	\$83,211	\$83,211
CORPORAL / DETECTIVE														
	HR					\$38,087	\$38,087	\$40,753	\$40,753	\$40,753	\$40,753	\$43,606	\$43,606	\$43,606
17025	MO					\$6,602	\$6,602	\$7,064	\$7,064	\$7,064	\$7,064	\$7,558	\$7,558	\$7,558
P07	YR					\$79,220	\$79,220	\$84,766	\$84,766	\$84,766	\$84,766	\$90,701	\$90,701	\$90,701
SERGEANT														
	HR								\$44,420	\$44,420	\$44,420	\$47,530	\$47,530	\$47,530
17070	MO								\$7,699	\$7,699	\$7,699	\$8,238	\$8,238	\$8,238
P08	YR								\$92,393	\$92,393	\$92,393	\$98,862	\$98,862	\$98,862
LIEUTENANT														
	HR										\$51,083	\$54,659	\$54,659	\$54,659
17045	MO										\$8,854	\$9,474	\$9,474	\$9,474
P09	YR										\$106,253	\$113,691	\$113,691	\$113,691
COMMANDER														
	HR												\$63,204	\$63,204
17018	MO												\$10,955	\$10,955
P10	YR												\$131,465	\$131,465

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

GRADE		N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP		140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$40,005	\$42,805	\$42,805	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803	\$45,803
17050	MO	\$6,934	\$7,420	\$7,420	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939	\$7,939
P02	YR	\$83,211	\$89,035	\$89,035	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270	\$95,270
CORPORAL / DETECTIVE														
	HR	\$43,606	\$46,658	\$46,658	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925	\$49,925
17025	MO	\$7,558	\$8,087	\$8,087	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654	\$8,654
P07	YR	\$90,701	\$97,048	\$97,048	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844	\$103,844
SERGEANT														
	HR	\$47,530	\$50,856	\$50,856	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417	\$54,417
17070	MO	\$8,238	\$8,815	\$8,815	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432	\$9,432
P08	YR	\$98,862	\$105,780	\$105,780	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186	\$113,186
LIEUTENANT														
	HR	\$54,659	\$58,486	\$58,486	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580	\$62,580
17045	MO	\$9,474	\$10,138	\$10,138	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847	\$10,847
P09	YR	\$113,691	\$121,650	\$121,650	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166	\$130,166
COMMANDER														
	HR	\$63,204	\$67,628	\$67,628	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362	\$72,362
17018	MO	\$10,955	\$11,722	\$11,722	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543	\$12,543
P10	YR	\$131,465	\$140,667	\$140,667	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513	\$150,513

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.

Police Cadet \$19.23 HOURLY, \$3,334 MONTHLY, \$40,000 ANNUAL

Year 4: The pay increase will be 2.0% effective first pay period FY 2016-17.