



EXECUTIVE ORDER

February 9, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for members of the Boston Police Patrolmen's Association (BPPA) **The effective dates of the new salary schedules and the rates of increase will be as follows:**

Base Wage:

2% effective 7/4/2020
1.5% effective 7/3/2021
2% effective 7/2/2022
1% effective 7/1/2023
2.5% effective 7/6/2024

Implement the Transitional Career Awards Program (TCAP) weekly flat amounts effective 7/1/2023:

Five (5) Years: \$388.04
Ten (10) Years: \$393.78
Fifteen (15) Years: \$397.62
Twenty (20) Years: \$401.45
Twenty-Five (25) Years: \$405.28

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the members of BPPA.

Respectfully,



Alex Lawrence
Chief People Officer

Approved: 

Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved: 

Michelle Wu, Mayor

JULY 4, 2020
POLICE OFFICER SALARY CHARTS*

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,264.09	79.01	1,343.10	33.58	47.40	335.78	800.00	75,342.12	+	134.31	268.62	335.78
2nd Year	1,410.07	88.13	1,498.20	37.46	52.88	374.55	800.00	83,950.10	+	149.82	299.64	374.55
3rd Year	1,556.22	97.26	1,653.48	41.34	58.36	413.37	800.00	92,568.14	+	165.35	330.70	413.37
Longevity 5 Yrs of Service	1,630.64	101.92	1,732.56	43.31	61.15	433.14	800.00	96,957.08		-	-	-
Longevity 10 Yrs of Service	1,705.04	106.57	1,811.61	45.29	63.94	452.90	800.00	101,344.32		-	-	-
Longevity 15 Yrs of Service	1,815.43	113.46	1,928.89	48.22	68.08	482.22	800.00	107,853.36		-	-	-
Longevity 20 Yrs of Service	1,853.90	115.87	1,969.77	49.24	69.52	492.44	800.00	110,122.20		-	-	-
Longevity 25 Yrs of Service	1,865.70	116.61	1,982.31	49.56	69.96	495.58	800.00	110,818.24		-	-	-
Education 5 Yrs of Service	1,592.18	99.51	1,691.69	42.29	59.71	422.92	800.00	94,688.76	+	169.17	338.34	422.92
Education 10 Yrs of Service	1,628.12	101.76	1,729.88	43.25	61.05	432.47	800.00	96,808.34	+	172.99	345.98	432.47
Education 15 Yrs of Service	1,700.05	106.25	1,806.30	45.16	63.75	451.58	800.00	101,049.72	+	180.63	361.26	451.58
Education 25 Yrs of Service	1,711.85	106.99	1,818.84	45.47	64.19	454.71	800.00	101,745.62	+	181.88	363.77	454.71

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,264.09	106.11	1,370.20	34.26	47.40	342.55	800.00	76,846.10	+	137.02	274.04	342.55
2nd Year	1,410.07	118.37	1,528.44	38.21	52.88	382.11	800.00	85,628.42	+	152.84	305.69	382.11
3rd Year	1,556.22	130.63	1,686.85	42.17	58.36	421.71	800.00	94,420.14	+	168.69	337.37	421.71
Longevity 5 Yrs of Service	1,630.64	133.65	1,764.29	44.11	61.15	441.07	800.00	98,718.06		-	-	-
Longevity 10 Yrs of Service	1,705.04	136.67	1,841.71	46.04	63.94	460.43	800.00	103,014.94		-	-	-
Longevity 15 Yrs of Service	1,815.43	142.71	1,958.14	48.95	68.08	489.54	800.00	109,476.84		-	-	-
Longevity 20 Yrs of Service	1,853.90	142.71	1,996.61	49.92	69.52	499.15	800.00	111,611.82		-	-	-
Longevity 25 Yrs of Service	1,865.70	143.70	2,009.40	50.24	69.96	502.35	800.00	112,321.70		-	-	-
Education 5 Yrs of Service	1,592.18	133.65	1,725.83	43.15	59.71	431.46	800.00	96,583.60	+	172.58	345.17	431.46
Education 10 Yrs of Service	1,628.12	136.67	1,764.79	44.12	61.05	441.20	800.00	98,745.88	+	176.48	352.96	441.20
Education 15 Yrs of Service	1,700.05	142.71	1,842.76	46.07	63.75	460.69	800.00	103,073.18	+	184.28	368.55	460.69
Education 25 Yrs of Service	1,711.85	143.70	1,855.55	46.39	64.19	463.89	800.00	103,783.06	+	185.56	371.11	463.89

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$6.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,270.09	79.38	1,349.47	33.74	47.63	337.37	800.00	75,695.62	+	134.95	269.89	337.37
2nd Year	1,416.07	88.50	1,504.57	37.61	53.10	376.14	800.00	84,303.60	+	150.46	300.91	376.14
3rd Year	1,562.22	97.64	1,659.86	41.50	58.58	414.97	800.00	92,922.30	+	165.99	331.97	414.97
Longevity 5 Yrs of Service	1,636.64	102.29	1,738.93	43.47	61.37	434.73	800.00	97,310.58		-	-	-
Longevity 10 Yrs of Service	1,711.04	106.94	1,817.98	45.45	64.16	454.50	800.00	101,697.96		-	-	-
Longevity 15 Yrs of Service	1,821.43	113.84	1,935.27	48.38	68.30	483.82	800.00	108,207.52		-	-	-
Longevity 20 Yrs of Service	1,859.90	116.24	1,976.14	49.40	69.75	494.04	800.00	110,475.84		-	-	-
Longevity 25 Yrs of Service	1,871.70	116.98	1,988.68	49.72	70.19	497.17	800.00	111,171.74		-	-	-
Education 5 Yrs of Service	1,598.18	99.89	1,698.07	42.45	59.93	424.52	800.00	95,042.92	+	169.81	339.61	424.52
Education 10 Yrs of Service	1,634.12	102.13	1,736.25	43.41	61.28	434.06	800.00	97,161.84	+	173.63	347.25	434.06
Education 15 Yrs of Service	1,706.05	106.63	1,812.68	45.32	63.98	453.17	800.00	101,403.74	+	181.27	362.54	453.17
Education 25 Yrs of Service	1,717.85	107.37	1,825.22	45.63	64.42	456.31	800.00	102,099.78	+	182.52	365.04	456.31

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,270.09	106.11	1,376.20	34.41	47.63	344.05	800.00	77,179.10	+	137.62	275.24	344.05
2nd Year	1,416.07	118.37	1,534.44	38.36	53.10	383.61	800.00	85,961.42	+	153.44	306.89	383.61
3rd Year	1,562.22	130.63	1,692.85	42.32	58.58	423.21	800.00	94,753.14	+	169.29	338.57	423.21
Longevity 5 Yrs of Service	1,636.64	133.65	1,770.29	44.26	61.37	442.57	800.00	99,051.06		-	-	-
Longevity 10 Yrs of Service	1,711.04	136.67	1,847.71	46.19	64.16	461.93	800.00	103,347.94		-	-	-
Longevity 15 Yrs of Service	1,821.43	142.71	1,964.14	49.10	68.30	491.04	800.00	109,809.84		-	-	-
Longevity 20 Yrs of Service	1,859.90	142.71	2,002.61	50.07	69.75	500.65	800.00	111,944.82		-	-	-
Longevity 25 Yrs of Service	1,871.70	143.70	2,015.40	50.39	70.19	503.85	800.00	112,654.70		-	-	-
Education 5 Yrs of Service	1,598.18	133.65	1,731.83	43.30	59.93	432.96	800.00	96,916.60	+	173.18	346.37	432.96
Education 10 Yrs of Service	1,634.12	136.67	1,770.79	44.27	61.28	442.70	800.00	99,078.88	+	177.08	354.16	442.70
Education 15 Yrs of Service	1,706.05	142.71	1,848.76	46.22	63.98	462.19	800.00	103,406.18	+	184.88	369.75	462.19
Education 25 Yrs of Service	1,717.85	143.70	1,861.55	46.54	64.42	465.39	800.00	104,116.06	+	186.16	372.31	465.39

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$8.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,272.09	79.51	1,351.60	33.79	47.70	337.90	800.00	75,813.80	+	135.16	270.32	337.90
2nd Year	1,418.07	88.63	1,506.70	37.67	53.18	376.68	800.00	84,421.92	+	150.67	301.34	376.68
3rd Year	1,564.22	97.76	1,661.98	41.55	58.66	415.50	800.00	93,039.96	+	166.20	332.40	415.50
Longevity 5 Yrs of Service	1,638.64	102.42	1,741.06	43.53	61.45	435.27	800.00	97,428.90		-	-	-
Longevity 10 Yrs of Service	1,713.04	107.07	1,820.11	45.50	64.24	455.03	800.00	101,816.14		-	-	-
Longevity 15 Yrs of Service	1,823.43	113.96	1,937.39	48.43	68.38	484.35	800.00	108,325.18		-	-	-
Longevity 20 Yrs of Service	1,861.90	116.37	1,978.27	49.46	69.82	494.57	800.00	110,594.02		-	-	-
Longevity 25 Yrs of Service	1,873.70	117.11	1,990.81	49.77	70.26	497.70	800.00	111,289.92		-	-	-
Education 5 Yrs of Service	1,600.18	100.01	1,700.19	42.50	60.01	425.05	800.00	95,160.58	+	170.02	340.04	425.05
Education 10 Yrs of Service	1,636.12	102.26	1,738.38	43.46	61.35	434.60	800.00	97,280.16	+	173.84	347.68	434.60
Education 15 Yrs of Service	1,708.05	106.75	1,814.80	45.37	64.05	453.70	800.00	101,521.40	+	181.48	362.96	453.70
Education 25 Yrs of Service	1,719.85	107.49	1,827.34	45.68	64.49	456.84	800.00	102,217.44	+	182.73	365.47	456.84

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,272.09	106.11	1,378.20	34.46	47.70	344.55	800.00	77,290.10	+	137.82	275.64	344.55
2nd Year	1,418.07	118.37	1,536.44	38.41	53.18	384.11	800.00	86,072.42	+	153.64	307.29	384.11
3rd Year	1,564.22	130.63	1,694.85	42.37	58.66	423.71	800.00	94,864.14	+	169.49	338.97	423.71
Longevity 5 Yrs of Service	1,638.64	133.65	1,772.29	44.31	61.45	443.07	800.00	99,162.06		-	-	-
Longevity 10 Yrs of Service	1,713.04	136.67	1,849.71	46.24	64.24	462.43	800.00	103,458.94		-	-	-
Longevity 15 Yrs of Service	1,823.43	142.71	1,966.14	49.15	68.38	491.54	800.00	109,920.84		-	-	-
Longevity 20 Yrs of Service	1,861.90	142.71	2,004.61	50.12	69.82	501.15	800.00	112,055.82		-	-	-
Longevity 25 Yrs of Service	1,873.70	143.70	2,017.40	50.44	70.26	504.35	800.00	112,765.70		-	-	-
Education 5 Yrs of Service	1,600.18	133.65	1,733.83	43.35	60.01	433.46	800.00	97,027.60	+	173.38	346.77	433.46
Education 10 Yrs of Service	1,636.12	136.67	1,772.79	44.32	61.35	443.20	800.00	99,189.88	+	177.28	354.56	443.20
Education 15 Yrs of Service	1,708.05	142.71	1,850.76	46.27	64.05	462.69	800.00	103,517.18	+	185.08	370.15	462.69
Education 25 Yrs of Service	1,719.85	143.70	1,863.55	46.59	64.49	465.89	800.00	104,227.06	+	186.36	372.71	465.89

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$10.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,274.09	79.63	1,353.72	33.84	47.78	338.43	800.00	75,931.46	+	135.37	270.74	338.43
2nd Year	1,420.07	88.75	1,508.82	37.72	53.25	377.21	800.00	84,539.58	+	150.88	301.76	377.21
3rd Year	1,566.22	97.89	1,664.11	41.60	58.73	416.03	800.00	93,158.14	+	166.41	332.82	416.03
Longevity 5 Yrs of Service	1,640.64	102.54	1,743.18	43.58	61.52	435.80	800.00	97,546.56		-	-	-
Longevity 10 Yrs of Service	1,715.04	107.19	1,822.23	45.56	64.31	455.56	800.00	101,933.80		-	-	-
Longevity 15 Yrs of Service	1,825.43	114.09	1,939.52	48.49	68.45	484.88	800.00	108,443.36		-	-	-
Longevity 20 Yrs of Service	1,863.90	116.49	1,980.39	49.51	69.90	495.10	800.00	110,711.68		-	-	-
Longevity 25 Yrs of Service	1,875.70	117.23	1,992.93	49.82	70.34	498.23	800.00	111,407.58		-	-	-
Education 5 Yrs of Service	1,602.18	100.14	1,702.32	42.56	60.08	425.58	800.00	95,278.76	+	170.23	340.46	425.58
Education 10 Yrs of Service	1,638.12	102.38	1,740.50	43.51	61.43	435.13	800.00	97,397.82	+	174.05	348.10	435.13
Education 15 Yrs of Service	1,710.05	106.88	1,816.93	45.42	64.13	454.23	800.00	101,639.58	+	181.69	363.39	454.23
Education 25 Yrs of Service	1,721.85	107.62	1,829.47	45.74	64.57	457.37	800.00	102,335.62	+	182.95	365.89	457.37

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,274.09	106.11	1,380.20	34.51	47.78	345.05	800.00	77,401.10	+	138.02	276.04	345.05
2nd Year	1,420.07	118.37	1,538.44	38.46	53.25	384.61	800.00	86,183.42	+	153.84	307.69	384.61
3rd Year	1,566.22	130.63	1,696.85	42.42	58.73	424.21	800.00	94,975.14	+	169.69	339.37	424.21
Longevity 5 Yrs of Service	1,640.64	133.65	1,774.29	44.36	61.52	443.57	800.00	99,273.06		-	-	-
Longevity 10 Yrs of Service	1,715.04	136.67	1,851.71	46.29	64.31	462.93	800.00	103,569.94		-	-	-
Longevity 15 Yrs of Service	1,825.43	142.71	1,968.14	49.20	68.45	492.04	800.00	110,031.84		-	-	-
Longevity 20 Yrs of Service	1,863.90	142.71	2,006.61	50.17	69.90	501.65	800.00	112,166.82		-	-	-
Longevity 25 Yrs of Service	1,875.70	143.70	2,019.40	50.49	70.34	504.85	800.00	112,876.70		-	-	-
Education 5 Yrs of Service	1,602.18	133.65	1,735.83	43.40	60.08	433.96	800.00	97,138.60	+	173.58	347.17	433.96
Education 10 Yrs of Service	1,638.12	136.67	1,774.79	44.37	61.43	443.70	800.00	99,300.88	+	177.48	354.96	443.70
Education 15 Yrs of Service	1,710.05	142.71	1,852.76	46.32	64.13	463.19	800.00	103,628.18	+	185.28	370.55	463.19
Education 25 Yrs of Service	1,721.85	143.70	1,865.55	46.64	64.57	466.39	800.00	104,338.06	+	186.56	373.11	466.39

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$13.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,277.59	79.85	1,357.44	33.94	47.91	339.36	800.00	76,137.92	+	135.74	271.49	339.36
2nd Year	1,423.57	88.97	1,512.54	37.81	53.38	378.14	800.00	84,746.04	+	151.25	302.51	378.14
3rd Year	1,569.72	98.11	1,667.83	41.70	58.86	416.96	800.00	93,364.60	+	166.78	333.57	416.96
Longevity 5 Yrs of Service	1,644.14	102.76	1,746.90	43.67	61.66	436.73	800.00	97,753.02		-	-	-
Longevity 10 Yrs of Service	1,718.54	107.41	1,825.95	45.65	64.45	456.49	800.00	102,140.26		-	-	-
Longevity 15 Yrs of Service	1,828.93	114.31	1,943.24	48.58	68.58	485.81	800.00	108,649.82		-	-	-
Longevity 20 Yrs of Service	1,867.40	116.71	1,984.11	49.60	70.03	496.03	800.00	110,918.14		-	-	-
Longevity 25 Yrs of Service	1,879.20	117.45	1,996.65	49.92	70.47	499.16	800.00	111,614.04		-	-	-
Education 5 Yrs of Service	1,605.68	100.36	1,706.04	42.65	60.21	426.51	800.00	95,485.22	+	170.60	341.21	426.51
Education 10 Yrs of Service	1,641.62	102.60	1,744.22	43.61	61.56	436.06	800.00	97,604.28	+	174.42	348.84	436.06
Education 15 Yrs of Service	1,713.55	107.10	1,820.65	45.52	64.26	455.16	800.00	101,846.04	+	182.07	364.13	455.16
Education 25 Yrs of Service	1,725.35	107.83	1,833.18	45.83	64.70	458.30	800.00	102,541.56	+	183.32	366.64	458.30

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,277.59	106.11	1,383.70	34.59	47.91	345.93	800.00	77,595.42	+	138.37	276.74	345.93
2nd Year	1,423.57	118.37	1,541.94	38.55	53.38	385.49	800.00	86,377.74	+	154.19	308.39	385.49
3rd Year	1,569.72	130.63	1,700.35	42.51	58.86	425.09	800.00	95,169.46	+	170.04	340.07	425.09
Longevity 5 Yrs of Service	1,644.14	133.65	1,777.79	44.44	61.66	444.45	800.00	99,467.38		-	-	-
Longevity 10 Yrs of Service	1,718.54	136.67	1,855.21	46.38	64.45	463.80	800.00	103,764.12		-	-	-
Longevity 15 Yrs of Service	1,828.93	142.71	1,971.64	49.29	68.58	492.91	800.00	110,226.02		-	-	-
Longevity 20 Yrs of Service	1,867.40	142.71	2,010.11	50.25	70.03	502.53	800.00	112,361.14		-	-	-
Longevity 25 Yrs of Service	1,879.20	143.70	2,022.90	50.57	70.47	505.73	800.00	113,071.02		-	-	-
Education 5 Yrs of Service	1,605.68	133.65	1,739.33	43.48	60.21	434.83	800.00	97,332.78	+	173.93	347.87	434.83
Education 10 Yrs of Service	1,641.62	136.67	1,778.29	44.46	61.56	444.57	800.00	99,495.06	+	177.83	355.66	444.57
Education 15 Yrs of Service	1,713.55	142.71	1,856.26	46.41	64.26	464.07	800.00	103,822.50	+	185.63	371.25	464.07
Education 25 Yrs of Service	1,725.35	143.70	1,869.05	46.73	64.70	467.26	800.00	104,532.24	+	186.91	373.81	467.26

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$19.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,283.59	80.22	1,363.81	34.10	48.13	340.95	800.00	76,491.42	+	136.38	272.76	340.95
2nd Year	1,429.57	89.35	1,518.92	37.97	53.61	379.73	800.00	85,100.06	+	151.89	303.78	379.73
3rd Year	1,575.72	98.48	1,674.20	41.86	59.09	418.55	800.00	93,718.10	+	167.42	334.84	418.55
Longevity 5 Yrs of Service	1,650.14	103.13	1,753.27	43.83	61.88	438.32	800.00	98,106.52		-	-	-
Longevity 10 Yrs of Service	1,724.54	107.78	1,832.32	45.81	64.67	458.08	800.00	102,493.76		-	-	-
Longevity 15 Yrs of Service	1,834.93	114.68	1,949.61	48.74	68.81	487.40	800.00	109,003.32		-	-	-
Longevity 20 Yrs of Service	1,873.40	117.09	1,990.49	49.76	70.25	497.62	800.00	111,272.16		-	-	-
Longevity 25 Yrs of Service	1,885.20	117.83	2,003.03	50.08	70.70	500.76	800.00	111,968.20		-	-	-
Education 5 Yrs of Service	1,611.68	100.73	1,712.41	42.81	60.44	428.10	800.00	95,838.72	+	171.24	342.48	428.10
Education 10 Yrs of Service	1,647.62	102.98	1,750.60	43.77	61.79	437.65	800.00	97,958.30	+	175.06	350.12	437.65
Education 15 Yrs of Service	1,719.55	107.47	1,827.02	45.68	64.48	456.76	800.00	102,199.68	+	182.70	365.40	456.76
Education 25 Yrs of Service	1,731.35	108.21	1,839.56	45.99	64.93	459.89	800.00	102,895.58	+	183.96	367.91	459.89

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,283.59	106.11	1,389.70	34.74	48.13	347.43	800.00	77,928.42	+	138.97	277.94	347.43
2nd Year	1,429.57	118.37	1,547.94	38.70	53.61	386.99	800.00	86,710.74	+	154.79	309.59	386.99
3rd Year	1,575.72	130.63	1,706.35	42.66	59.09	426.59	800.00	95,502.46	+	170.64	341.27	426.59
Longevity 5 Yrs of Service	1,650.14	133.65	1,783.79	44.59	61.88	445.95	800.00	99,800.38		-	-	-
Longevity 10 Yrs of Service	1,724.54	136.67	1,861.21	46.53	64.67	465.30	800.00	104,097.12		-	-	-
Longevity 15 Yrs of Service	1,834.93	142.71	1,977.64	49.44	68.81	494.41	800.00	110,559.02		-	-	-
Longevity 20 Yrs of Service	1,873.40	142.71	2,016.11	50.40	70.25	504.03	800.00	112,694.14		-	-	-
Longevity 25 Yrs of Service	1,885.20	143.70	2,028.90	50.72	70.70	507.23	800.00	113,404.02		-	-	-
Education 5 Yrs of Service	1,611.68	133.65	1,745.33	43.63	60.44	436.33	800.00	97,665.78	+	174.53	349.07	436.33
Education 10 Yrs of Service	1,647.62	136.67	1,784.29	44.61	61.79	446.07	800.00	99,828.06	+	178.43	356.86	446.07
Education 15 Yrs of Service	1,719.55	142.71	1,862.26	46.56	64.48	465.57	800.00	104,155.50	+	186.23	372.45	465.57
Education 25 Yrs of Service	1,731.35	143.70	1,875.05	46.88	64.93	468.76	800.00	104,865.24	+	187.51	375.01	468.76

* These are draft salary scales and rounding may occur.

JULY 4, 2020
POLICE OFFICER SALARY CHARTS
\$40.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,304.09	81.51	1,385.60	34.64	48.90	346.40	800.00	77,700.80	+	138.56	277.12	346.40
2nd Year	1,450.07	90.63	1,540.70	38.52	54.38	385.18	800.00	86,308.92	+	154.07	308.14	385.18
3rd Year	1,596.22	99.76	1,695.98	42.40	59.86	424.00	800.00	94,926.96	+	169.60	339.20	424.00
Longevity 5 Yrs of Service	1,670.64	104.42	1,775.06	44.38	62.65	443.77	800.00	99,315.90		-	-	-
Longevity 10 Yrs of Service	1,745.04	109.07	1,854.11	46.35	65.44	463.53	800.00	103,703.14		-	-	-
Longevity 15 Yrs of Service	1,855.43	115.96	1,971.39	49.28	69.58	492.85	800.00	110,212.18		-	-	-
Longevity 20 Yrs of Service	1,893.90	118.37	2,012.27	50.31	71.02	503.07	800.00	112,481.02		-	-	-
Longevity 25 Yrs of Service	1,905.70	119.11	2,024.81	50.62	71.46	506.20	800.00	113,176.92		-	-	-
Education 5 Yrs of Service	1,632.18	102.01	1,734.19	43.35	61.21	433.55	800.00	97,047.58	+	173.42	346.84	433.55
Education 10 Yrs of Service	1,668.12	104.26	1,772.38	44.31	62.55	443.10	800.00	99,167.16	+	177.24	354.48	443.10
Education 15 Yrs of Service	1,740.05	108.75	1,848.80	46.22	65.25	462.20	800.00	103,408.40	+	184.88	369.76	462.20
Education 25 Yrs of Service	1,751.85	109.49	1,861.34	46.53	65.69	465.34	800.00	104,104.44	+	186.13	372.27	465.34

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,304.09	106.11	1,410.20	35.26	48.90	352.55	800.00	79,066.10	+	141.02	282.04	352.55
2nd Year	1,450.07	118.37	1,568.44	39.21	54.38	392.11	800.00	87,848.42	+	156.84	313.69	392.11
3rd Year	1,596.22	130.63	1,726.85	43.17	59.86	431.71	800.00	96,640.14	+	172.69	345.37	431.71
Longevity 5 Yrs of Service	1,670.64	133.65	1,804.29	45.11	62.65	451.07	800.00	100,938.06		-	-	-
Longevity 10 Yrs of Service	1,745.04	136.67	1,881.71	47.04	65.44	470.43	800.00	105,234.94		-	-	-
Longevity 15 Yrs of Service	1,855.43	142.71	1,998.14	49.95	69.58	499.54	800.00	111,696.84		-	-	-
Longevity 20 Yrs of Service	1,893.90	142.71	2,036.61	50.92	71.02	509.15	800.00	113,831.82		-	-	-
Longevity 25 Yrs of Service	1,905.70	143.70	2,049.40	51.24	71.46	512.35	800.00	114,541.70		-	-	-
Education 5 Yrs of Service	1,632.18	133.65	1,765.83	44.15	61.21	441.46	800.00	98,803.60	+	176.58	353.17	441.46
Education 10 Yrs of Service	1,668.12	136.67	1,804.79	45.12	62.55	451.20	800.00	100,965.88	+	180.48	360.96	451.20
Education 15 Yrs of Service	1,740.05	142.71	1,882.76	47.07	65.25	470.69	800.00	105,293.18	+	188.28	376.55	470.69
Education 25 Yrs of Service	1,751.85	143.70	1,895.55	47.39	65.69	473.89	800.00	106,003.06	+	189.56	379.11	473.89

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS*

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,283.06	80.19	1,363.25	34.08	48.11	340.81	800.00	76,460.34	+	136.33	272.65	340.81
2nd Year	1,431.23	89.45	1,520.68	38.02	53.67	380.17	800.00	85,197.74	+	152.07	304.14	380.17
3rd Year	1,579.56	98.72	1,678.28	41.96	59.23	419.57	800.00	93,944.54	+	167.83	335.66	419.57
Longevity 5 Yrs of Service	1,654.53	103.41	1,757.94	43.95	62.04	439.49	800.00	98,365.74		-	-	-
Longevity 10 Yrs of Service	1,729.47	108.09	1,837.56	45.94	64.86	459.39	800.00	102,784.58		-	-	-
Longevity 15 Yrs of Service	1,840.93	115.06	1,955.99	48.90	69.03	489.00	800.00	109,357.48		-	-	-
Longevity 20 Yrs of Service	1,879.40	117.46	1,996.86	49.92	70.48	499.22	800.00	111,625.80		-	-	-
Longevity 25 Yrs of Service	1,891.38	118.21	2,009.59	50.24	70.93	502.40	800.00	112,332.28		-	-	-
Education 5 Yrs of Service	1,616.07	101.00	1,717.07	42.93	60.60	429.27	800.00	96,097.42	+	171.71	343.41	429.27
Education 10 Yrs of Service	1,652.55	103.28	1,755.83	43.90	61.97	438.96	800.00	98,248.60	+	175.58	351.17	438.96
Education 15 Yrs of Service	1,725.55	107.85	1,833.40	45.84	64.71	458.35	800.00	102,553.70	+	183.34	366.68	458.35
Education 25 Yrs of Service	1,737.53	108.60	1,846.13	46.15	65.16	461.53	800.00	103,260.18	+	184.61	369.23	461.53

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,283.06	107.70	1,390.76	34.77	48.11	347.69	800.00	77,987.18	+	139.08	278.15	347.69
2nd Year	1,431.23	120.14	1,551.37	38.78	53.67	387.84	800.00	86,901.00	+	155.14	310.27	387.84
3rd Year	1,579.56	132.59	1,712.15	42.80	59.23	428.04	800.00	95,824.36	+	171.22	342.43	428.04
Longevity 5 Yrs of Service	1,654.53	135.66	1,790.19	44.75	62.04	447.55	800.00	100,155.58		-	-	-
Longevity 10 Yrs of Service	1,729.47	138.72	1,868.19	46.70	64.86	467.05	800.00	104,484.58		-	-	-
Longevity 15 Yrs of Service	1,840.93	144.85	1,985.78	49.64	69.03	496.45	800.00	111,010.86		-	-	-
Longevity 20 Yrs of Service	1,879.40	144.85	2,024.25	50.61	70.48	506.06	800.00	113,145.84		-	-	-
Longevity 25 Yrs of Service	1,891.38	145.85	2,037.23	50.93	70.93	509.31	800.00	113,866.30		-	-	-
Education 5 Yrs of Service	1,616.07	135.66	1,751.73	43.79	60.60	437.93	800.00	98,020.98	+	175.17	350.35	437.93
Education 10 Yrs of Service	1,652.55	138.72	1,791.27	44.78	61.97	447.82	800.00	100,215.52	+	179.13	358.25	447.82
Education 15 Yrs of Service	1,725.55	144.85	1,870.40	46.76	64.71	467.60	800.00	104,607.20	+	187.04	374.08	467.60
Education 25 Yrs of Service	1,737.53	145.85	1,883.38	47.08	65.16	470.85	800.00	105,327.66	+	188.34	376.68	470.85

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$6.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,289.06	80.57	1,369.63	34.24	48.34	342.41	800.00	76,814.50	+	136.96	273.93	342.41
2nd Year	1,437.23	89.83	1,527.06	38.18	53.90	381.77	800.00	85,551.90	+	152.71	305.41	381.77
3rd Year	1,585.56	99.10	1,684.66	42.12	59.46	421.17	800.00	94,298.70	+	168.47	336.93	421.17
Longevity 5 Yrs of Service	1,660.53	103.78	1,764.31	44.11	62.27	441.08	800.00	98,719.24		-	-	-
Longevity 10 Yrs of Service	1,735.47	108.47	1,843.94	46.10	65.08	460.99	800.00	103,138.74		-	-	-
Longevity 15 Yrs of Service	1,846.93	115.43	1,962.36	49.06	69.26	490.59	800.00	109,710.98		-	-	-
Longevity 20 Yrs of Service	1,885.40	117.84	2,003.24	50.08	70.70	500.81	800.00	111,979.82		-	-	-
Longevity 25 Yrs of Service	1,897.38	118.59	2,015.97	50.40	71.15	503.99	800.00	112,686.30		-	-	-
Education 5 Yrs of Service	1,622.07	101.38	1,723.45	43.09	60.83	430.86	800.00	96,451.44	+	172.35	344.69	430.86
Education 10 Yrs of Service	1,658.55	103.66	1,762.21	44.06	62.20	440.55	800.00	98,602.62	+	176.22	352.44	440.55
Education 15 Yrs of Service	1,731.55	108.22	1,839.77	45.99	64.93	459.94	800.00	102,907.20	+	183.98	367.95	459.94
Education 25 Yrs of Service	1,743.53	108.97	1,852.50	46.31	65.38	463.13	800.00	103,613.82	+	185.25	370.50	463.13

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,289.06	107.70	1,396.76	34.92	48.34	349.19	800.00	78,320.18	+	139.68	279.35	349.19
2nd Year	1,437.23	120.14	1,557.37	38.93	53.90	389.34	800.00	87,234.00	+	155.74	311.47	389.34
3rd Year	1,585.56	132.59	1,718.15	42.95	59.46	429.54	800.00	96,157.36	+	171.82	343.63	429.54
Longevity 5 Yrs of Service	1,660.53	135.66	1,796.19	44.90	62.27	449.05	800.00	100,488.58		-	-	-
Longevity 10 Yrs of Service	1,735.47	138.72	1,874.19	46.85	65.08	468.55	800.00	104,817.58		-	-	-
Longevity 15 Yrs of Service	1,846.93	144.85	1,991.78	49.79	69.26	497.95	800.00	111,343.86		-	-	-
Longevity 20 Yrs of Service	1,885.40	144.85	2,030.25	50.76	70.70	507.56	800.00	113,478.84		-	-	-
Longevity 25 Yrs of Service	1,897.38	145.85	2,043.23	51.08	71.15	510.81	800.00	114,199.30		-	-	-
Education 5 Yrs of Service	1,622.07	135.66	1,757.73	43.94	60.83	439.43	800.00	98,353.98	+	175.77	351.55	439.43
Education 10 Yrs of Service	1,658.55	138.72	1,797.27	44.93	62.20	449.32	800.00	100,548.52	+	179.73	359.45	449.32
Education 15 Yrs of Service	1,731.55	144.85	1,876.40	46.91	64.93	469.10	800.00	104,940.20	+	187.64	375.28	469.10
Education 25 Yrs of Service	1,743.53	145.85	1,889.38	47.23	65.38	472.35	800.00	105,660.66	+	188.94	377.88	472.35

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$8.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,291.06	80.69	1,371.75	34.29	48.41	342.94	800.00	76,932.16	+	137.18	274.35	342.94
2nd Year	1,439.23	89.95	1,529.18	38.23	53.97	382.30	800.00	85,669.56	+	152.92	305.84	382.30
3rd Year	1,587.56	99.22	1,686.78	42.17	59.53	421.70	800.00	94,416.36	+	168.68	337.36	421.70
Longevity 5 Yrs of Service	1,662.53	103.91	1,766.44	44.16	62.34	441.61	800.00	98,837.42		-	-	-
Longevity 10 Yrs of Service	1,737.47	108.59	1,846.06	46.15	65.16	461.52	800.00	103,256.40		-	-	-
Longevity 15 Yrs of Service	1,848.93	115.56	1,964.49	49.11	69.33	491.12	800.00	109,829.16		-	-	-
Longevity 20 Yrs of Service	1,887.40	117.96	2,005.36	50.13	70.78	501.34	800.00	112,097.48		-	-	-
Longevity 25 Yrs of Service	1,899.38	118.71	2,018.09	50.45	71.23	504.52	800.00	112,803.96		-	-	-
Education 5 Yrs of Service	1,624.07	101.50	1,725.57	43.14	60.90	431.39	800.00	96,569.10	+	172.56	345.11	431.39
Education 10 Yrs of Service	1,660.55	103.78	1,764.33	44.11	62.27	441.08	800.00	98,720.28	+	176.43	352.87	441.08
Education 15 Yrs of Service	1,733.55	108.35	1,841.90	46.05	65.01	460.48	800.00	103,025.52	+	184.19	368.38	460.48
Education 25 Yrs of Service	1,745.53	109.10	1,854.63	46.37	65.46	463.66	800.00	103,732.00	+	185.46	370.93	463.66

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,291.06	107.70	1,398.76	34.97	48.41	349.69	800.00	78,431.18	+	139.88	279.75	349.69
2nd Year	1,439.23	120.14	1,559.37	38.98	53.97	389.84	800.00	87,345.00	+	155.94	311.87	389.84
3rd Year	1,587.56	132.59	1,720.15	43.00	59.53	430.04	800.00	96,268.36	+	172.02	344.03	430.04
Longevity 5 Yrs of Service	1,662.53	135.66	1,798.19	44.95	62.34	449.55	800.00	100,599.58		-	-	-
Longevity 10 Yrs of Service	1,737.47	138.72	1,876.19	46.90	65.16	469.05	800.00	104,928.58		-	-	-
Longevity 15 Yrs of Service	1,848.93	144.85	1,993.78	49.84	69.33	498.45	800.00	111,454.86		-	-	-
Longevity 20 Yrs of Service	1,887.40	144.85	2,032.25	50.81	70.78	508.06	800.00	113,589.84		-	-	-
Longevity 25 Yrs of Service	1,899.38	145.85	2,045.23	51.13	71.23	511.31	800.00	114,310.30		-	-	-
Education 5 Yrs of Service	1,624.07	135.66	1,759.73	43.99	60.90	439.93	800.00	98,464.98	+	175.97	351.95	439.93
Education 10 Yrs of Service	1,660.55	138.72	1,799.27	44.98	62.27	449.82	800.00	100,659.52	+	179.93	359.85	449.82
Education 15 Yrs of Service	1,733.55	144.85	1,878.40	46.96	65.01	469.60	800.00	105,051.20	+	187.84	375.68	469.60
Education 25 Yrs of Service	1,745.53	145.85	1,891.38	47.28	65.46	472.85	800.00	105,771.66	+	189.14	378.28	472.85

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$10.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,293.06	80.82	1,373.88	34.35	48.49	343.47	800.00	77,050.34	+	137.39	274.78	343.47
2nd Year	1,441.23	90.08	1,531.31	38.28	54.05	382.83	800.00	85,787.74	+	153.13	306.26	382.83
3rd Year	1,589.56	99.35	1,688.91	42.22	59.61	422.23	800.00	94,534.54	+	168.89	337.78	422.23
Longevity 5 Yrs of Service	1,664.53	104.03	1,768.56	44.21	62.42	442.14	800.00	98,955.08		-	-	-
Longevity 10 Yrs of Service	1,739.47	108.72	1,848.19	46.20	65.23	462.05	800.00	103,374.58		-	-	-
Longevity 15 Yrs of Service	1,850.93	115.68	1,966.61	49.17	69.41	491.65	800.00	109,946.82		-	-	-
Longevity 20 Yrs of Service	1,889.40	118.09	2,007.49	50.19	70.85	501.87	800.00	112,215.66		-	-	-
Longevity 25 Yrs of Service	1,901.38	118.84	2,020.22	50.51	71.30	505.06	800.00	112,922.28		-	-	-
Education 5 Yrs of Service	1,626.07	101.63	1,727.70	43.19	60.98	431.93	800.00	96,687.42	+	172.77	345.54	431.93
Education 10 Yrs of Service	1,662.55	103.91	1,766.46	44.16	62.35	441.62	800.00	98,838.60	+	176.65	353.29	441.62
Education 15 Yrs of Service	1,735.55	108.47	1,844.02	46.10	65.08	461.01	800.00	103,143.18	+	184.40	368.80	461.01
Education 25 Yrs of Service	1,747.53	109.22	1,856.75	46.42	65.53	464.19	800.00	103,849.66	+	185.68	371.35	464.19

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,293.06	107.70	1,400.76	35.02	48.49	350.19	800.00	78,542.18	+	140.08	280.15	350.19
2nd Year	1,441.23	120.14	1,561.37	39.03	54.05	390.34	800.00	87,456.00	+	156.14	312.27	390.34
3rd Year	1,589.56	132.59	1,722.15	43.05	59.61	430.54	800.00	96,379.36	+	172.22	344.43	430.54
Longevity 5 Yrs of Service	1,664.53	135.66	1,800.19	45.00	62.42	450.05	800.00	100,710.58		-	-	-
Longevity 10 Yrs of Service	1,739.47	138.72	1,878.19	46.95	65.23	469.55	800.00	105,039.58		-	-	-
Longevity 15 Yrs of Service	1,850.93	144.85	1,995.78	49.89	69.41	498.95	800.00	111,565.86		-	-	-
Longevity 20 Yrs of Service	1,889.40	144.85	2,034.25	50.86	70.85	508.56	800.00	113,700.84		-	-	-
Longevity 25 Yrs of Service	1,901.38	145.85	2,047.23	51.18	71.30	511.81	800.00	114,421.30		-	-	-
Education 5 Yrs of Service	1,626.07	135.66	1,761.73	44.04	60.98	440.43	800.00	98,575.98	+	176.17	352.35	440.43
Education 10 Yrs of Service	1,662.55	138.72	1,801.27	45.03	62.35	450.32	800.00	100,770.52	+	180.13	360.25	450.32
Education 15 Yrs of Service	1,735.55	144.85	1,880.40	47.01	65.08	470.10	800.00	105,162.20	+	188.04	376.08	470.10
Education 25 Yrs of Service	1,747.53	145.85	1,893.38	47.33	65.53	473.35	800.00	105,882.66	+	189.34	378.68	473.35

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$13.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,296.56	81.04	1,377.60	34.44	48.62	344.40	800.00	77,256.80	+	137.76	275.52	344.40
2nd Year	1,444.73	90.30	1,535.03	38.38	54.18	383.76	800.00	85,994.20	+	153.50	307.01	383.76
3rd Year	1,593.06	99.57	1,692.63	42.32	59.74	423.16	800.00	94,741.00	+	169.26	338.53	423.16
Longevity 5 Yrs of Service	1,668.03	104.25	1,772.28	44.31	62.55	443.07	800.00	99,161.54		-	-	-
Longevity 10 Yrs of Service	1,742.97	108.94	1,851.91	46.30	65.36	462.98	800.00	103,581.04		-	-	-
Longevity 15 Yrs of Service	1,854.43	115.90	1,970.33	49.26	69.54	492.58	800.00	110,153.28		-	-	-
Longevity 20 Yrs of Service	1,892.90	118.31	2,011.21	50.28	70.98	502.80	800.00	112,422.12		-	-	-
Longevity 25 Yrs of Service	1,904.88	119.06	2,023.94	50.60	71.43	505.99	800.00	113,128.74		-	-	-
Education 5 Yrs of Service	1,629.57	101.85	1,731.42	43.29	61.11	432.86	800.00	96,893.88	+	173.14	346.28	432.86
Education 10 Yrs of Service	1,666.05	104.13	1,770.18	44.25	62.48	442.55	800.00	99,045.06	+	177.02	354.04	442.55
Education 15 Yrs of Service	1,739.05	108.69	1,847.74	46.19	65.21	461.94	800.00	103,349.64	+	184.77	369.55	461.94
Education 25 Yrs of Service	1,751.03	109.44	1,860.47	46.51	65.66	465.12	800.00	104,056.12	+	186.05	372.09	465.12

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,296.56	107.70	1,404.26	35.11	48.62	351.07	800.00	78,736.50	+	140.43	280.85	351.07
2nd Year	1,444.73	120.14	1,564.87	39.12	54.18	391.22	800.00	87,650.32	+	156.49	312.97	391.22
3rd Year	1,593.06	132.59	1,725.65	43.14	59.74	431.41	800.00	96,573.54	+	172.57	345.13	431.41
Longevity 5 Yrs of Service	1,668.03	135.66	1,803.69	45.09	62.55	450.92	800.00	100,904.76		-	-	-
Longevity 10 Yrs of Service	1,742.97	138.72	1,881.69	47.04	65.36	470.42	800.00	105,233.76		-	-	-
Longevity 15 Yrs of Service	1,854.43	144.85	1,999.28	49.98	69.54	499.82	800.00	111,760.04		-	-	-
Longevity 20 Yrs of Service	1,892.90	144.85	2,037.75	50.94	70.98	509.44	800.00	113,895.16		-	-	-
Longevity 25 Yrs of Service	1,904.88	145.85	2,050.73	51.27	71.43	512.68	800.00	114,615.48		-	-	-
Education 5 Yrs of Service	1,629.57	135.66	1,765.23	44.13	61.11	441.31	800.00	98,770.30	+	176.52	353.05	441.31
Education 10 Yrs of Service	1,666.05	138.72	1,804.77	45.12	62.48	451.19	800.00	100,964.70	+	180.48	360.95	451.19
Education 15 Yrs of Service	1,739.05	144.85	1,883.90	47.10	65.21	470.98	800.00	105,356.52	+	188.39	376.78	470.98
Education 25 Yrs of Service	1,751.03	145.85	1,896.88	47.42	65.66	474.22	800.00	106,076.84	+	189.69	379.38	474.22

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$19.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,302.56	81.41	1,383.97	34.60	48.85	345.99	800.00	77,610.30	+	138.40	276.79	345.99
2nd Year	1,450.73	90.67	1,541.40	38.54	54.40	385.35	800.00	86,347.70	+	154.14	308.28	385.35
3rd Year	1,599.06	99.94	1,699.00	42.48	59.96	424.75	800.00	95,094.50	+	169.90	339.80	424.75
Longevity 5 Yrs of Service	1,674.03	104.63	1,778.66	44.47	62.78	444.67	800.00	99,515.70		-	-	-
Longevity 10 Yrs of Service	1,748.97	109.31	1,858.28	46.46	65.59	464.57	800.00	103,934.54		-	-	-
Longevity 15 Yrs of Service	1,860.43	116.28	1,976.71	49.42	69.77	494.18	800.00	110,507.44		-	-	-
Longevity 20 Yrs of Service	1,898.90	118.68	2,017.58	50.44	71.21	504.40	800.00	112,775.76		-	-	-
Longevity 25 Yrs of Service	1,910.88	119.43	2,030.31	50.76	71.66	507.58	800.00	113,482.24		-	-	-
Education 5 Yrs of Service	1,635.57	102.22	1,737.79	43.44	61.33	434.45	800.00	97,247.38	+	173.78	347.56	434.45
Education 10 Yrs of Service	1,672.05	104.50	1,776.55	44.41	62.70	444.14	800.00	99,398.56	+	177.66	355.31	444.14
Education 15 Yrs of Service	1,745.05	109.07	1,854.12	46.35	65.44	463.53	800.00	103,703.66	+	185.41	370.82	463.53
Education 25 Yrs of Service	1,757.03	109.81	1,866.84	46.67	65.89	466.71	800.00	104,409.62	+	186.68	373.37	466.71

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,302.56	107.70	1,410.26	35.26	48.85	352.57	800.00	79,069.50	+	141.03	282.05	352.57
2nd Year	1,450.73	120.14	1,570.87	39.27	54.40	392.72	800.00	87,983.32	+	157.09	314.17	392.72
3rd Year	1,599.06	132.59	1,731.65	43.29	59.96	432.91	800.00	96,906.54	+	173.17	346.33	432.91
Longevity 5 Yrs of Service	1,674.03	135.66	1,809.69	45.24	62.78	452.42	800.00	101,237.76		-	-	-
Longevity 10 Yrs of Service	1,748.97	138.72	1,887.69	47.19	65.59	471.92	800.00	105,566.76		-	-	-
Longevity 15 Yrs of Service	1,860.43	144.85	2,005.28	50.13	69.77	501.32	800.00	112,093.04		-	-	-
Longevity 20 Yrs of Service	1,898.90	144.85	2,043.75	51.09	71.21	510.94	800.00	114,228.16		-	-	-
Longevity 25 Yrs of Service	1,910.88	145.85	2,056.73	51.42	71.66	514.18	800.00	114,948.48		-	-	-
Education 5 Yrs of Service	1,635.57	135.66	1,771.23	44.28	61.33	442.81	800.00	99,103.30	+	177.12	354.25	442.81
Education 10 Yrs of Service	1,672.05	138.72	1,810.77	45.27	62.70	452.69	800.00	101,297.70	+	181.08	362.15	452.69
Education 15 Yrs of Service	1,745.05	144.85	1,889.90	47.25	65.44	472.48	800.00	105,689.52	+	188.99	377.98	472.48
Education 25 Yrs of Service	1,757.03	145.85	1,902.88	47.57	65.89	475.72	800.00	106,409.84	+	190.29	380.58	475.72

* These are draft salary scales and rounding may occur.

JULY 3, 2021
POLICE OFFICER SALARY CHARTS
\$40.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,323.06	82.69	1,405.75	35.14	49.61	351.44	800.00	78,819.16	+	140.58	281.15	351.44
2nd Year	1,471.23	91.95	1,563.18	39.08	55.17	390.80	800.00	87,556.56	+	156.32	312.64	390.80
3rd Year	1,619.56	101.22	1,720.78	43.02	60.73	430.20	800.00	96,303.36	+	172.08	344.16	430.20
Longevity 5 Yrs of Service	1,694.53	105.91	1,800.44	45.01	63.54	450.11	800.00	100,724.42		-	-	-
Longevity 10 Yrs of Service	1,769.47	110.59	1,880.06	47.00	66.36	470.02	800.00	105,143.40		-	-	-
Longevity 15 Yrs of Service	1,880.93	117.56	1,998.49	49.96	70.53	499.62	800.00	111,716.16		-	-	-
Longevity 20 Yrs of Service	1,919.40	119.96	2,039.36	50.98	71.98	509.84	800.00	113,984.48		-	-	-
Longevity 25 Yrs of Service	1,931.38	120.71	2,052.09	51.30	72.43	513.02	800.00	114,690.96		-	-	-
Education 5 Yrs of Service	1,656.07	103.50	1,759.57	43.99	62.10	439.89	800.00	98,456.10	+	175.96	351.91	439.89
Education 10 Yrs of Service	1,692.55	105.78	1,798.33	44.96	63.47	449.58	800.00	100,607.28	+	179.83	359.67	449.58
Education 15 Yrs of Service	1,765.55	110.35	1,875.90	46.90	66.21	468.98	800.00	104,912.52	+	187.59	375.18	468.98
Education 25 Yrs of Service	1,777.53	111.10	1,888.63	47.22	66.66	472.16	800.00	105,619.00	+	188.86	377.73	472.16

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,323.06	107.70	1,430.76	35.77	49.61	357.69	800.00	80,207.18	+	143.08	286.15	357.69
2nd Year	1,471.23	120.14	1,591.37	39.78	55.17	397.84	800.00	89,121.00	+	159.14	318.27	397.84
3rd Year	1,619.56	132.59	1,752.15	43.80	60.73	438.04	800.00	98,044.36	+	175.22	350.43	438.04
Longevity 5 Yrs of Service	1,694.53	135.66	1,830.19	45.75	63.54	457.55	800.00	102,375.58		-	-	-
Longevity 10 Yrs of Service	1,769.47	138.72	1,908.19	47.70	66.36	477.05	800.00	106,704.58		-	-	-
Longevity 15 Yrs of Service	1,880.93	144.85	2,025.78	50.64	70.53	506.45	800.00	113,230.86		-	-	-
Longevity 20 Yrs of Service	1,919.40	144.85	2,064.25	51.61	71.98	516.06	800.00	115,365.84		-	-	-
Longevity 25 Yrs of Service	1,931.38	145.85	2,077.23	51.93	72.43	519.31	800.00	116,086.30		-	-	-
Education 5 Yrs of Service	1,656.07	135.66	1,791.73	44.79	62.10	447.93	800.00	100,240.98	+	179.17	358.35	447.93
Education 10 Yrs of Service	1,692.55	138.72	1,831.27	45.78	63.47	457.82	800.00	102,435.52	+	183.13	366.25	457.82
Education 15 Yrs of Service	1,765.55	144.85	1,910.40	47.76	66.21	477.60	800.00	106,827.20	+	191.04	382.08	477.60
Education 25 Yrs of Service	1,777.53	145.85	1,923.38	48.08	66.66	480.85	800.00	107,547.66	+	192.34	384.68	480.85

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS*

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,308.71	81.79	1,390.50	34.76	49.08	347.63	800.00	77,972.82	+	139.05	278.10	347.63
2nd Year	1,459.87	91.24	1,551.11	38.78	54.75	387.78	800.00	86,886.64	+	155.11	310.22	387.78
3rd Year	1,611.15	100.70	1,711.85	42.80	60.42	427.96	800.00	95,807.64	+	171.19	342.37	427.96
Longevity 5 Yrs of Service	1,686.85	105.43	1,792.28	44.81	63.26	448.07	800.00	100,271.54		-	-	-
Longevity 10 Yrs of Service	1,762.52	110.16	1,872.68	46.82	66.09	468.17	800.00	104,733.74		-	-	-
Longevity 15 Yrs of Service	1,875.44	117.22	1,992.66	49.82	70.33	498.17	800.00	111,392.70		-	-	-
Longevity 20 Yrs of Service	1,913.91	119.62	2,033.53	50.84	71.77	508.38	800.00	113,660.88		-	-	-
Longevity 25 Yrs of Service	1,926.14	120.38	2,046.52	51.16	72.23	511.63	800.00	114,381.86		-	-	-
Education 5 Yrs of Service	1,648.39	103.02	1,751.41	43.79	61.81	437.85	800.00	98,003.22	+	175.14	350.28	437.85
Education 10 Yrs of Service	1,685.60	105.35	1,790.95	44.77	63.21	447.74	800.00	100,197.76	+	179.10	358.19	447.74
Education 15 Yrs of Service	1,760.06	110.00	1,870.06	46.75	66.00	467.52	800.00	104,588.40	+	187.01	374.01	467.52
Education 25 Yrs of Service	1,772.29	110.77	1,883.06	47.08	66.46	470.77	800.00	105,309.90	+	188.31	376.61	470.77

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,308.71	109.86	1,418.57	35.46	49.08	354.64	800.00	79,530.60	+	141.86	283.71	354.64
2nd Year	1,459.87	122.55	1,582.42	39.56	54.75	395.61	800.00	88,624.38	+	158.24	316.48	395.61
3rd Year	1,611.15	135.24	1,746.39	43.66	60.42	436.60	800.00	97,724.68	+	174.64	349.28	436.60
Longevity 5 Yrs of Service	1,686.85	138.37	1,825.22	45.63	63.26	456.31	800.00	102,099.78		-	-	-
Longevity 10 Yrs of Service	1,762.52	141.49	1,904.01	47.60	66.09	476.00	800.00	106,472.52		-	-	-
Longevity 15 Yrs of Service	1,875.44	147.75	2,023.19	50.58	70.33	505.80	800.00	113,087.08		-	-	-
Longevity 20 Yrs of Service	1,913.91	147.75	2,061.66	51.54	71.77	515.42	800.00	115,222.20		-	-	-
Longevity 25 Yrs of Service	1,926.14	148.77	2,074.91	51.87	72.23	518.73	800.00	115,957.54		-	-	-
Education 5 Yrs of Service	1,648.39	138.37	1,786.76	44.67	61.81	446.69	800.00	99,965.18	+	178.68	357.35	446.69
Education 10 Yrs of Service	1,685.60	141.49	1,827.09	45.68	63.21	456.77	800.00	102,203.46	+	182.71	365.42	456.77
Education 15 Yrs of Service	1,760.06	147.75	1,907.81	47.70	66.00	476.95	800.00	106,683.42	+	190.78	381.56	476.95
Education 25 Yrs of Service	1,772.29	148.77	1,921.06	48.03	66.46	480.27	800.00	107,418.90	+	192.11	384.21	480.27

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$6.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,314.71	82.17	1,396.88	34.92	49.30	349.22	800.00	78,326.84	+	139.69	279.38	349.22
2nd Year	1,465.87	91.62	1,557.49	38.94	54.97	389.37	800.00	87,240.66	+	155.75	311.50	389.37
3rd Year	1,617.15	101.07	1,718.22	42.96	60.64	429.56	800.00	96,161.28	+	171.82	343.64	429.56
Longevity 5 Yrs of Service	1,692.85	105.80	1,798.65	44.97	63.48	449.66	800.00	100,625.04		-	-	-
Longevity 10 Yrs of Service	1,768.52	110.53	1,879.05	46.98	66.32	469.76	800.00	105,087.24		-	-	-
Longevity 15 Yrs of Service	1,881.44	117.59	1,999.03	49.98	70.55	499.76	800.00	111,746.20		-	-	-
Longevity 20 Yrs of Service	1,919.91	119.99	2,039.90	51.00	72.00	509.98	800.00	114,014.52		-	-	-
Longevity 25 Yrs of Service	1,932.14	120.76	2,052.90	51.32	72.46	513.23	800.00	114,736.02		-	-	-
Education 5 Yrs of Service	1,654.39	103.40	1,757.79	43.94	62.04	439.45	800.00	98,357.38	+	175.78	351.56	439.45
Education 10 Yrs of Service	1,691.60	105.73	1,797.33	44.93	63.44	449.33	800.00	100,551.78	+	179.73	359.47	449.33
Education 15 Yrs of Service	1,766.06	110.38	1,876.44	46.91	66.23	469.11	800.00	104,942.42	+	187.64	375.29	469.11
Education 25 Yrs of Service	1,778.29	111.14	1,889.43	47.24	66.69	472.36	800.00	105,663.40	+	188.94	377.89	472.36

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,314.71	109.86	1,424.57	35.61	49.30	356.14	800.00	79,863.60	+	142.46	284.91	356.14
2nd Year	1,465.87	122.55	1,588.42	39.71	54.97	397.11	800.00	88,957.38	+	158.84	317.68	397.11
3rd Year	1,617.15	135.24	1,752.39	43.81	60.64	438.10	800.00	98,057.68	+	175.24	350.48	438.10
Longevity 5 Yrs of Service	1,692.85	138.37	1,831.22	45.78	63.48	457.81	800.00	102,432.78		-	-	-
Longevity 10 Yrs of Service	1,768.52	141.49	1,910.01	47.75	66.32	477.50	800.00	106,805.52		-	-	-
Longevity 15 Yrs of Service	1,881.44	147.75	2,029.19	50.73	70.55	507.30	800.00	113,420.08		-	-	-
Longevity 20 Yrs of Service	1,919.91	147.75	2,067.66	51.69	72.00	516.92	800.00	115,555.20		-	-	-
Longevity 25 Yrs of Service	1,932.14	148.77	2,080.91	52.02	72.46	520.23	800.00	116,290.54		-	-	-
Education 5 Yrs of Service	1,654.39	138.37	1,792.76	44.82	62.04	448.19	800.00	100,298.18	+	179.28	358.55	448.19
Education 10 Yrs of Service	1,691.60	141.49	1,833.09	45.83	63.44	458.27	800.00	102,536.46	+	183.31	366.62	458.27
Education 15 Yrs of Service	1,766.06	147.75	1,913.81	47.85	66.23	478.45	800.00	107,016.42	+	191.38	382.76	478.45
Education 25 Yrs of Service	1,778.29	148.77	1,927.06	48.18	66.69	481.77	800.00	107,751.90	+	192.71	385.41	481.77

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$8.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,316.71	82.29	1,399.00	34.98	49.38	349.75	800.00	78,444.50	+	139.90	279.80	349.75
2nd Year	1,467.87	91.74	1,559.61	38.99	55.05	389.90	800.00	87,358.32	+	155.96	311.92	389.90
3rd Year	1,619.15	101.20	1,720.35	43.01	60.72	430.09	800.00	96,279.46	+	172.04	344.07	430.09
Longevity 5 Yrs of Service	1,694.85	105.93	1,800.78	45.02	63.56	450.20	800.00	100,743.36		-	-	-
Longevity 10 Yrs of Service	1,770.52	110.66	1,881.18	47.03	66.39	470.30	800.00	105,205.56		-	-	-
Longevity 15 Yrs of Service	1,883.44	117.72	2,001.16	50.03	70.63	500.29	800.00	111,864.38		-	-	-
Longevity 20 Yrs of Service	1,921.91	120.12	2,042.03	51.05	72.07	510.51	800.00	114,132.70		-	-	-
Longevity 25 Yrs of Service	1,934.14	120.88	2,055.02	51.38	72.53	513.76	800.00	114,853.68		-	-	-
Education 5 Yrs of Service	1,656.39	103.52	1,759.91	44.00	62.11	439.98	800.00	98,475.04	+	175.99	351.98	439.98
Education 10 Yrs of Service	1,693.60	105.85	1,799.45	44.99	63.51	449.86	800.00	100,669.44	+	179.95	359.89	449.86
Education 15 Yrs of Service	1,768.06	110.50	1,878.56	46.96	66.30	469.64	800.00	105,060.08	+	187.86	375.71	469.64
Education 25 Yrs of Service	1,780.29	111.27	1,891.56	47.29	66.76	472.89	800.00	105,781.58	+	189.16	378.31	472.89

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,316.71	109.86	1,426.57	35.66	49.38	356.64	800.00	79,974.60	+	142.66	285.31	356.64
2nd Year	1,467.87	122.55	1,590.42	39.76	55.05	397.61	800.00	89,068.38	+	159.04	318.08	397.61
3rd Year	1,619.15	135.24	1,754.39	43.86	60.72	438.60	800.00	98,168.68	+	175.44	350.88	438.60
Longevity 5 Yrs of Service	1,694.85	138.37	1,833.22	45.83	63.56	458.31	800.00	102,543.78		-	-	-
Longevity 10 Yrs of Service	1,770.52	141.49	1,912.01	47.80	66.39	478.00	800.00	106,916.52		-	-	-
Longevity 15 Yrs of Service	1,883.44	147.75	2,031.19	50.78	70.63	507.80	800.00	113,531.08		-	-	-
Longevity 20 Yrs of Service	1,921.91	147.75	2,069.66	51.74	72.07	517.42	800.00	115,666.20		-	-	-
Longevity 25 Yrs of Service	1,934.14	148.77	2,082.91	52.07	72.53	520.73	800.00	116,401.54		-	-	-
Education 5 Yrs of Service	1,656.39	138.37	1,794.76	44.87	62.11	448.69	800.00	100,409.18	+	179.48	358.95	448.69
Education 10 Yrs of Service	1,693.60	141.49	1,835.09	45.88	63.51	458.77	800.00	102,647.46	+	183.51	367.02	458.77
Education 15 Yrs of Service	1,768.06	147.75	1,915.81	47.90	66.30	478.95	800.00	107,127.42	+	191.58	383.16	478.95
Education 25 Yrs of Service	1,780.29	148.77	1,929.06	48.23	66.76	482.27	800.00	107,862.90	+	192.91	385.81	482.27

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$10.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,318.71	82.42	1,401.13	35.03	49.45	350.28	800.00	78,562.68	+	140.11	280.23	350.28
2nd Year	1,469.87	91.87	1,561.74	39.04	55.12	390.44	800.00	87,476.64	+	156.17	312.35	390.44
3rd Year	1,621.15	101.32	1,722.47	43.06	60.79	430.62	800.00	96,397.12	+	172.25	344.49	430.62
Longevity 5 Yrs of Service	1,696.85	106.05	1,802.90	45.07	63.63	450.73	800.00	100,861.02		-	-	-
Longevity 10 Yrs of Service	1,772.52	110.78	1,883.30	47.08	66.47	470.83	800.00	105,323.22		-	-	-
Longevity 15 Yrs of Service	1,885.44	117.84	2,003.28	50.08	70.70	500.82	800.00	111,982.04		-	-	-
Longevity 20 Yrs of Service	1,923.91	120.24	2,044.15	51.10	72.15	511.04	800.00	114,250.36		-	-	-
Longevity 25 Yrs of Service	1,936.14	121.01	2,057.15	51.43	72.61	514.29	800.00	114,971.86		-	-	-
Education 5 Yrs of Service	1,658.39	103.65	1,762.04	44.05	62.19	440.51	800.00	98,593.22	+	176.20	352.41	440.51
Education 10 Yrs of Service	1,695.60	105.98	1,801.58	45.04	63.59	450.40	800.00	100,787.76	+	180.16	360.32	450.40
Education 15 Yrs of Service	1,770.06	110.63	1,880.69	47.02	66.38	470.17	800.00	105,178.26	+	188.07	376.14	470.17
Education 25 Yrs of Service	1,782.29	111.39	1,893.68	47.34	66.84	473.42	800.00	105,899.24	+	189.37	378.74	473.42

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	+	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,318.71	109.86	1,428.57	35.71	49.45	357.14	800.00	80,085.60	+	142.86	285.71	357.14
2nd Year	1,469.87	122.55	1,592.42	39.81	55.12	398.11	800.00	89,179.38	+	159.24	318.48	398.11
3rd Year	1,621.15	135.24	1,756.39	43.91	60.79	439.10	800.00	98,279.68	+	175.64	351.28	439.10
Longevity 5 Yrs of Service	1,696.85	138.37	1,835.22	45.88	63.63	458.81	800.00	102,654.78		-	-	-
Longevity 10 Yrs of Service	1,772.52	141.49	1,914.01	47.85	66.47	478.50	800.00	107,027.52		-	-	-
Longevity 15 Yrs of Service	1,885.44	147.75	2,033.19	50.83	70.70	508.30	800.00	113,642.08		-	-	-
Longevity 20 Yrs of Service	1,923.91	147.75	2,071.66	51.79	72.15	517.92	800.00	115,777.20		-	-	-
Longevity 25 Yrs of Service	1,936.14	148.77	2,084.91	52.12	72.61	521.23	800.00	116,512.54		-	-	-
Education 5 Yrs of Service	1,658.39	138.37	1,796.76	44.92	62.19	449.19	800.00	100,520.18	+	179.68	359.35	449.19
Education 10 Yrs of Service	1,695.60	141.49	1,837.09	45.93	63.59	459.27	800.00	102,758.46	+	183.71	367.42	459.27
Education 15 Yrs of Service	1,770.06	147.75	1,917.81	47.95	66.38	479.45	800.00	107,238.42	+	191.78	383.56	479.45
Education 25 Yrs of Service	1,782.29	148.77	1,931.06	48.28	66.84	482.77	800.00	107,973.90	+	193.11	386.21	482.77

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$13.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,322.21	82.64	1,404.85	35.12	49.58	351.21	800.00	78,769.14	+	140.49	280.97	351.21
2nd Year	1,473.37	92.09	1,565.46	39.14	55.25	391.37	800.00	87,683.10	+	156.55	313.09	391.37
3rd Year	1,624.65	101.54	1,726.19	43.15	60.92	431.55	800.00	96,603.58	+	172.62	345.24	431.55
Longevity 5 Yrs of Service	1,700.35	106.27	1,806.62	45.17	63.76	451.66	800.00	101,067.48		-	-	-
Longevity 10 Yrs of Service	1,776.02	111.00	1,887.02	47.18	66.60	471.76	800.00	105,529.68		-	-	-
Longevity 15 Yrs of Service	1,888.94	118.06	2,007.00	50.18	70.84	501.75	800.00	112,188.50		-	-	-
Longevity 20 Yrs of Service	1,927.41	120.46	2,047.87	51.20	72.28	511.97	800.00	114,456.82		-	-	-
Longevity 25 Yrs of Service	1,939.64	121.23	2,060.87	51.52	72.74	515.22	800.00	115,178.32		-	-	-
Education 5 Yrs of Service	1,661.89	103.87	1,765.76	44.14	62.32	441.44	800.00	98,799.68	+	176.58	353.15	441.44
Education 10 Yrs of Service	1,699.10	106.19	1,805.29	45.13	63.72	451.32	800.00	100,993.56	+	180.53	361.06	451.32
Education 15 Yrs of Service	1,773.56	110.85	1,884.41	47.11	66.51	471.10	800.00	105,384.72	+	188.44	376.88	471.10
Education 25 Yrs of Service	1,785.79	111.61	1,897.40	47.44	66.97	474.35	800.00	106,105.70	+	189.74	379.48	474.35

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,322.21	109.86	1,432.07	35.80	49.58	358.02	800.00	80,279.92	+	143.21	286.41	358.02
2nd Year	1,473.37	122.55	1,595.92	39.90	55.25	398.98	800.00	89,373.56	+	159.59	319.18	398.98
3rd Year	1,624.65	135.24	1,759.89	44.00	60.92	439.97	800.00	98,473.86	+	175.99	351.98	439.97
Longevity 5 Yrs of Service	1,700.35	138.37	1,838.72	45.97	63.76	459.68	800.00	102,848.96		-	-	-
Longevity 10 Yrs of Service	1,776.02	141.49	1,917.51	47.94	66.60	479.38	800.00	107,221.84		-	-	-
Longevity 15 Yrs of Service	1,888.94	147.75	2,036.69	50.92	70.84	509.17	800.00	113,836.26		-	-	-
Longevity 20 Yrs of Service	1,927.41	147.75	2,075.16	51.88	72.28	518.79	800.00	115,971.38		-	-	-
Longevity 25 Yrs of Service	1,939.64	148.77	2,088.41	52.21	72.74	522.10	800.00	116,706.72		-	-	-
Education 5 Yrs of Service	1,661.89	138.37	1,800.26	45.01	62.32	450.07	800.00	100,714.50	+	180.03	360.05	450.07
Education 10 Yrs of Service	1,699.10	141.49	1,840.59	46.01	63.72	460.15	800.00	102,952.78	+	184.06	368.12	460.15
Education 15 Yrs of Service	1,773.56	147.75	1,921.31	48.03	66.51	480.33	800.00	107,432.74	+	192.13	384.26	480.33
Education 25 Yrs of Service	1,785.79	148.77	1,934.56	48.36	66.97	483.64	800.00	108,168.08	+	193.46	386.91	483.64

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$19.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,328.21	83.01	1,411.22	35.28	49.81	352.81	800.00	79,122.78	+	141.12	282.24	352.81
2nd Year	1,479.37	92.46	1,571.83	39.30	55.48	392.96	800.00	88,036.60	+	157.18	314.37	392.96
3rd Year	1,630.65	101.92	1,732.57	43.31	61.15	433.14	800.00	96,957.60	+	173.26	346.51	433.14
Longevity 5 Yrs of Service	1,706.35	106.65	1,813.00	45.33	63.99	453.25	800.00	101,421.50		-	-	-
Longevity 10 Yrs of Service	1,782.02	111.38	1,893.40	47.34	66.83	473.35	800.00	105,883.70		-	-	-
Longevity 15 Yrs of Service	1,894.94	118.43	2,013.37	50.33	71.06	503.34	800.00	112,542.00		-	-	-
Longevity 20 Yrs of Service	1,933.41	120.84	2,054.25	51.36	72.50	513.56	800.00	114,810.84		-	-	-
Longevity 25 Yrs of Service	1,945.64	121.60	2,067.24	51.68	72.96	516.81	800.00	115,531.82		-	-	-
Education 5 Yrs of Service	1,667.89	104.24	1,772.13	44.30	62.55	443.03	800.00	99,153.18	+	177.21	354.43	443.03
Education 10 Yrs of Service	1,705.10	106.57	1,811.67	45.29	63.94	452.92	800.00	101,347.72	+	181.17	362.33	452.92
Education 15 Yrs of Service	1,779.56	111.22	1,890.78	47.27	66.73	472.70	800.00	105,738.36	+	189.08	378.16	472.70
Education 25 Yrs of Service	1,791.79	111.99	1,903.78	47.59	67.19	475.95	800.00	106,459.86	+	190.38	380.76	475.95

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,328.21	109.86	1,438.07	35.95	49.81	359.52	800.00	80,612.92	+	143.81	287.61	359.52
2nd Year	1,479.37	122.55	1,601.92	40.05	55.48	400.48	800.00	89,706.56	+	160.19	320.38	400.48
3rd Year	1,630.65	135.24	1,765.89	44.15	61.15	441.47	800.00	98,806.86	+	176.59	353.18	441.47
Longevity 5 Yrs of Service	1,706.35	138.37	1,844.72	46.12	63.99	461.18	800.00	103,181.96		-	-	-
Longevity 10 Yrs of Service	1,782.02	141.49	1,923.51	48.09	66.83	480.88	800.00	107,554.84		-	-	-
Longevity 15 Yrs of Service	1,894.94	147.75	2,042.69	51.07	71.06	510.67	800.00	114,169.26		-	-	-
Longevity 20 Yrs of Service	1,933.41	147.75	2,081.16	52.03	72.50	520.29	800.00	116,304.38		-	-	-
Longevity 25 Yrs of Service	1,945.64	148.77	2,094.41	52.36	72.96	523.60	800.00	117,039.72		-	-	-
Education 5 Yrs of Service	1,667.89	138.37	1,806.26	45.16	62.55	451.57	800.00	101,047.50	+	180.63	361.25	451.57
Education 10 Yrs of Service	1,705.10	141.49	1,846.59	46.16	63.94	461.65	800.00	103,285.78	+	184.66	369.32	461.65
Education 15 Yrs of Service	1,779.56	147.75	1,927.31	48.18	66.73	481.83	800.00	107,765.74	+	192.73	385.46	481.83
Education 25 Yrs of Service	1,791.79	148.77	1,940.56	48.51	67.19	485.14	800.00	108,501.08	+	194.06	388.11	485.14

* These are draft salary scales and rounding may occur.

JULY 2, 2022
POLICE OFFICER SALARY CHARTS
\$40.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,348.71	84.29	1,433.00	35.83	50.58	358.25	800.00	80,331.50	+	143.30	286.60	358.25
2nd Year	1,499.87	93.74	1,593.61	39.84	56.25	398.40	800.00	89,245.32	+	159.36	318.72	398.40
3rd Year	1,651.15	103.20	1,754.35	43.86	61.92	438.59	800.00	98,166.46	+	175.44	350.87	438.59
Longevity 5 Yrs of Service	1,726.85	107.93	1,834.78	45.87	64.76	458.70	800.00	102,630.36		-	-	-
Longevity 10 Yrs of Service	1,802.52	112.66	1,915.18	47.88	67.59	478.80	800.00	107,092.56		-	-	-
Longevity 15 Yrs of Service	1,915.44	119.72	2,035.16	50.88	71.83	508.79	800.00	113,751.38		-	-	-
Longevity 20 Yrs of Service	1,953.91	122.12	2,076.03	51.90	73.27	519.01	800.00	116,019.70		-	-	-
Longevity 25 Yrs of Service	1,966.14	122.88	2,089.02	52.23	73.73	522.26	800.00	116,740.68		-	-	-
Education 5 Yrs of Service	1,688.39	105.52	1,793.91	44.85	63.31	448.48	800.00	100,362.04	+	179.39	358.78	448.48
Education 10 Yrs of Service	1,725.60	107.85	1,833.45	45.84	64.71	458.36	800.00	102,556.44	+	183.35	366.69	458.36
Education 15 Yrs of Service	1,800.06	112.50	1,912.56	47.81	67.50	478.14	800.00	106,947.08	+	191.26	382.51	478.14
Education 25 Yrs of Service	1,812.29	113.27	1,925.56	48.14	67.96	481.39	800.00	107,668.58	+	192.56	385.11	481.39

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,348.71	109.86	1,458.57	36.46	50.58	364.64	800.00	81,750.60	+	145.86	291.71	364.64
2nd Year	1,499.87	122.55	1,622.42	40.56	56.25	405.61	800.00	90,844.38	+	162.24	324.48	405.61
3rd Year	1,651.15	135.24	1,786.39	44.66	61.92	446.60	800.00	99,944.68	+	178.64	357.28	446.60
Longevity 5 Yrs of Service	1,726.85	138.37	1,865.22	46.63	64.76	466.31	800.00	104,319.78		-	-	-
Longevity 10 Yrs of Service	1,802.52	141.49	1,944.01	48.60	67.59	486.00	800.00	108,692.52		-	-	-
Longevity 15 Yrs of Service	1,915.44	147.75	2,063.19	51.58	71.83	515.80	800.00	115,307.08		-	-	-
Longevity 20 Yrs of Service	1,953.91	147.75	2,101.66	52.54	73.27	525.42	800.00	117,442.20		-	-	-
Longevity 25 Yrs of Service	1,966.14	148.77	2,114.91	52.87	73.73	528.73	800.00	118,177.54		-	-	-
Education 5 Yrs of Service	1,688.39	138.37	1,826.76	45.67	63.31	456.69	800.00	102,185.18	+	182.68	365.35	456.69
Education 10 Yrs of Service	1,725.60	141.49	1,867.09	46.68	64.71	466.77	800.00	104,423.46	+	186.71	373.42	466.77
Education 15 Yrs of Service	1,800.06	147.75	1,947.81	48.70	67.50	486.95	800.00	108,903.42	+	194.78	389.56	486.95
Education 25 Yrs of Service	1,812.29	148.77	1,961.06	49.03	67.96	490.27	800.00	109,638.90	+	196.11	392.21	490.27

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS*

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,321.80	82.61		1,404.41	35.11	49.57	351.10	800.00	78,744.72	+	140.44	280.88	351.10
2nd Year	1,474.46	92.15		1,566.61	39.17	55.29	391.65	800.00	87,746.82	+	156.66	313.32	391.65
3rd Year	1,627.26	101.70		1,728.96	43.22	61.02	432.24	800.00	96,757.28	+	172.90	345.79	432.24
Longevity 5 Yrs	1,665.72	104.11	388.04	2,157.87	53.95	77.02	539.47	800.00	120,561.82		-	-	-
Longevity 10 Yrs	1,704.18	106.51	393.78	2,204.47	55.11	78.67	551.12	800.00	123,148.12		-	-	-
Longevity 15 Yrs	1,742.64	108.92	397.62	2,249.18	56.23	80.26	562.30	800.00	125,629.56		-	-	-
Longevity 20 Yrs	1,781.11	111.32	401.45	2,293.88	57.35	81.85	573.47	800.00	128,110.34		-	-	-
Longevity 25 Yrs	1,781.11	111.32	405.28	2,297.71	57.44	81.99	574.43	800.00	128,322.94		-	-	-
Education 5 Yrs	1,627.26	101.70	388.04	2,117.00	52.93	75.57	529.25	800.00	118,293.50	+	211.70	423.40	529.25
Education 10 Yrs	1,627.26	101.70	393.78	2,122.74	53.07	75.79	530.69	800.00	118,612.14	+	212.27	424.55	530.69
Education 15 Yrs	1,627.26	101.70	397.62	2,126.58	53.16	75.93	531.65	800.00	118,825.26	+	212.66	425.32	531.65
Education 20 Yrs	1,627.26	101.70	401.45	2,130.41	53.26	76.08	532.60	800.00	119,037.72	+	213.04	426.08	532.60
Education 25 Yrs	1,627.26	101.70	405.28	2,134.24	53.36	76.22	533.56	800.00	119,250.32	+	213.42	426.85	533.56

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,321.80	110.96		1,432.76	35.82	49.57	358.19	800.00	80,318.18	+	143.28	286.55	358.19
2nd Year	1,474.46	123.77		1,598.23	39.96	55.29	399.56	800.00	89,501.80	+	159.82	319.65	399.56
3rd Year	1,627.26	136.60		1,763.86	44.10	61.02	440.97	800.00	98,694.30	+	176.39	352.77	440.97
Longevity 5 Yrs	1,665.72	136.60	388.04	2,190.36	54.76	77.02	547.59	800.00	122,364.98		-	-	-
Longevity 10 Yrs	1,704.18	136.60	393.78	2,234.56	55.86	78.67	558.64	800.00	124,818.08		-	-	-
Longevity 15 Yrs	1,742.64	136.60	397.62	2,276.86	56.92	80.26	569.22	800.00	127,165.80		-	-	-
Longevity 20 Yrs	1,781.11	136.60	401.45	2,319.16	57.98	81.85	579.79	800.00	129,513.38		-	-	-
Longevity 25 Yrs	1,781.11	136.60	405.28	2,322.99	58.07	81.99	580.75	800.00	129,725.98		-	-	-
Education 5 Yrs	1,627.26	136.60	388.04	2,151.90	53.80	75.57	537.98	800.00	120,230.52	+	215.19	430.38	537.98
Education 10 Yrs	1,627.26	136.60	393.78	2,157.64	53.94	75.79	539.41	800.00	120,549.02	+	215.76	431.53	539.41
Education 15 Yrs	1,627.26	136.60	397.62	2,161.48	54.04	75.93	540.37	800.00	120,762.14	+	216.15	432.30	540.37
Education 20 Yrs	1,627.26	136.60	401.45	2,165.31	54.13	76.08	541.33	800.00	120,974.74	+	216.53	433.06	541.33
Education 25 Yrs	1,627.26	136.60	405.28	2,169.14	54.23	76.22	542.29	800.00	121,187.34	+	216.91	433.83	542.29

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS
\$6.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,327.80	82.99		1,410.79	35.27	49.79	352.70	800.00	79,098.88	+	141.08	282.16	352.70
2nd Year	1,480.46	92.53		1,572.99	39.32	55.52	393.25	800.00	88,100.98	+	157.30	314.60	393.25
3rd Year	1,633.26	102.08		1,735.34	43.38	61.25	433.84	800.00	97,111.44	+	173.53	347.07	433.84
Longevity 5 Yrs	1,671.72	104.48	388.04	2,164.24	54.11	77.24	541.06	800.00	120,915.32		-	-	-
Longevity 10 Yrs	1,710.18	106.89	393.78	2,210.85	55.27	78.90	552.71	800.00	123,502.14		-	-	-
Longevity 15 Yrs	1,748.64	109.29	397.62	2,255.55	56.39	80.48	563.89	800.00	125,983.06		-	-	-
Longevity 20 Yrs	1,787.11	111.69	401.45	2,300.25	57.51	82.07	575.06	800.00	128,463.84		-	-	-
Longevity 25 Yrs	1,787.11	111.69	405.28	2,304.08	57.60	82.21	576.02	800.00	128,676.44		-	-	-
Education 5 Yrs	1,633.26	102.08	388.04	2,123.38	53.08	75.80	530.85	800.00	118,647.66	+	212.34	424.68	530.85
Education 10 Yrs	1,633.26	102.08	393.78	2,129.12	53.23	76.01	532.28	800.00	118,966.16	+	212.91	425.82	532.28
Education 15 Yrs	1,633.26	102.08	397.62	2,132.96	53.32	76.16	533.24	800.00	119,179.28	+	213.30	426.59	533.24
Education 20 Yrs	1,633.26	102.08	401.45	2,136.79	53.42	76.30	534.20	800.00	119,391.88	+	213.68	427.36	534.20
Education 25 Yrs	1,633.26	102.08	405.28	2,140.62	53.52	76.45	535.16	800.00	119,604.48	+	214.06	428.12	535.16

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,327.80	110.96		1,438.76	35.97	49.79	359.69	800.00	80,651.18	+	143.88	287.75	359.69
2nd Year	1,480.46	123.77		1,604.23	40.11	55.52	401.06	800.00	89,834.80	+	160.42	320.85	401.06
3rd Year	1,633.26	136.60		1,769.86	44.25	61.25	442.47	800.00	99,027.30	+	176.99	353.97	442.47
Longevity 5 Yrs	1,671.72	136.60	388.04	2,196.36	54.91	77.24	549.09	800.00	122,697.98		-	-	-
Longevity 10 Yrs	1,710.18	136.60	393.78	2,240.56	56.01	78.90	560.14	800.00	125,151.08		-	-	-
Longevity 15 Yrs	1,748.64	136.60	397.62	2,282.86	57.07	80.48	570.72	800.00	127,498.80		-	-	-
Longevity 20 Yrs	1,787.11	136.60	401.45	2,325.16	58.13	82.07	581.29	800.00	129,846.38		-	-	-
Longevity 25 Yrs	1,787.11	136.60	405.28	2,328.99	58.22	82.21	582.25	800.00	130,058.98		-	-	-
Education 5 Yrs	1,633.26	136.60	388.04	2,157.90	53.95	75.80	539.48	800.00	120,563.52	+	215.79	431.58	539.48
Education 10 Yrs	1,633.26	136.60	393.78	2,163.64	54.09	76.01	540.91	800.00	120,882.02	+	216.36	432.73	540.91
Education 15 Yrs	1,633.26	136.60	397.62	2,167.48	54.19	76.16	541.87	800.00	121,095.14	+	216.75	433.50	541.87
Education 20 Yrs	1,633.26	136.60	401.45	2,171.31	54.28	76.30	542.83	800.00	121,307.74	+	217.13	434.26	542.83
Education 25 Yrs	1,633.26	136.60	405.28	2,175.14	54.38	76.45	543.79	800.00	121,520.34	+	217.51	435.03	543.79

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS
\$8.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,329.80	83.11		1,412.91	35.32	49.87	353.23	800.00	79,216.54	+	141.29	282.58	353.23
2nd Year	1,482.46	92.65		1,575.11	39.38	55.59	393.78	800.00	88,218.64	+	157.51	315.02	393.78
3rd Year	1,635.26	102.20		1,737.46	43.44	61.32	434.37	800.00	97,229.10	+	173.75	347.49	434.37
Longevity 5 Yrs	1,673.72	104.61	388.04	2,166.37	54.16	77.32	541.59	800.00	121,033.50		-	-	-
Longevity 10 Yrs	1,712.18	107.01	393.78	2,212.97	55.32	78.97	553.24	800.00	123,619.80		-	-	-
Longevity 15 Yrs	1,750.64	109.42	397.62	2,257.68	56.44	80.56	564.42	800.00	126,101.24		-	-	-
Longevity 20 Yrs	1,789.11	111.82	401.45	2,302.38	57.56	82.15	575.60	800.00	128,582.16		-	-	-
Longevity 25 Yrs	1,789.11	111.82	405.28	2,306.21	57.66	82.29	576.55	800.00	128,794.62		-	-	-
Education 5 Yrs	1,635.26	102.20	388.04	2,125.50	53.14	75.87	531.38	800.00	118,765.32	+	212.55	425.10	531.38
Education 10 Yrs	1,635.26	102.20	393.78	2,131.24	53.28	76.09	532.81	800.00	119,083.82	+	213.12	426.25	532.81
Education 15 Yrs	1,635.26	102.20	397.62	2,135.08	53.38	76.23	533.77	800.00	119,296.94	+	213.51	427.02	533.77
Education 20 Yrs	1,635.26	102.20	401.45	2,138.91	53.47	76.38	534.73	800.00	119,509.54	+	213.89	427.78	534.73
Education 25 Yrs	1,635.26	102.20	405.28	2,142.74	53.57	76.52	535.69	800.00	119,722.14	+	214.27	428.55	535.69

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,329.80	110.96		1,440.76	36.02	49.87	360.19	800.00	80,762.18	+	144.08	288.15	360.19
2nd Year	1,482.46	123.77		1,606.23	40.16	55.59	401.56	800.00	89,945.80	+	160.62	321.25	401.56
3rd Year	1,635.26	136.60		1,771.86	44.30	61.32	442.97	800.00	99,138.30	+	177.19	354.37	442.97
Longevity 5 Yrs	1,673.72	136.60	388.04	2,198.36	54.96	77.32	549.59	800.00	122,808.98		-	-	-
Longevity 10 Yrs	1,712.18	136.60	393.78	2,242.56	56.06	78.97	560.64	800.00	125,262.08		-	-	-
Longevity 15 Yrs	1,750.64	136.60	397.62	2,284.86	57.12	80.56	571.22	800.00	127,609.80		-	-	-
Longevity 20 Yrs	1,789.11	136.60	401.45	2,327.16	58.18	82.15	581.79	800.00	129,957.38		-	-	-
Longevity 25 Yrs	1,789.11	136.60	405.28	2,330.99	58.27	82.29	582.75	800.00	130,169.98		-	-	-
Education 5 Yrs	1,635.26	136.60	388.04	2,159.90	54.00	75.87	539.98	800.00	120,674.52	+	215.99	431.98	539.98
Education 10 Yrs	1,635.26	136.60	393.78	2,165.64	54.14	76.09	541.41	800.00	120,993.02	+	216.56	433.13	541.41
Education 15 Yrs	1,635.26	136.60	397.62	2,169.48	54.24	76.23	542.37	800.00	121,206.14	+	216.95	433.90	542.37
Education 20 Yrs	1,635.26	136.60	401.45	2,173.31	54.33	76.38	543.33	800.00	121,418.74	+	217.33	434.66	543.33
Education 25 Yrs	1,635.26	136.60	405.28	2,177.14	54.43	76.52	544.29	800.00	121,631.34	+	217.71	435.43	544.29

JULY 1, 2023

* These are draft salary scales and rounding may occur. **POLICE OFFICER SALARY CHARTS**
\$10.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,331.80	83.24		1,415.04	35.38	49.94	353.76	800.00	79,334.72	+	141.50	283.01	353.76
2nd Year	1,484.46	92.78		1,577.24	39.43	55.67	394.31	800.00	88,336.82	+	157.72	315.45	394.31
3rd Year	1,637.26	102.33		1,739.59	43.49	61.40	434.90	800.00	97,347.28	+	173.96	347.92	434.90
Longevity 5 Yrs of Service	1,675.72	104.73	388.04	2,168.49	54.21	77.39	542.12	800.00	121,151.16		-	-	-
Longevity 10 Yrs of Service	1,714.18	107.14	393.78	2,215.10	55.38	79.05	553.78	800.00	123,738.12		-	-	-
Longevity 15 Yrs of Service	1,752.64	109.54	397.62	2,259.80	56.50	80.63	564.95	800.00	126,218.90		-	-	-
Longevity 20 Yrs of Service	1,791.11	111.94	401.45	2,304.50	57.61	82.22	576.13	800.00	128,699.82		-	-	-
Longevity 25 Yrs of Service	1,791.11	111.94	405.28	2,308.33	57.71	82.36	577.08	800.00	128,912.28		-	-	-
Education 5 Yrs of Service	1,637.26	102.33	388.04	2,127.63	53.19	75.95	531.91	800.00	118,883.50	+	212.76	425.53	531.91
Education 10 Yrs of Service	1,637.26	102.33	393.78	2,133.37	53.33	76.16	533.34	800.00	119,202.00	+	213.34	426.67	533.34
Education 15 Yrs of Service	1,637.26	102.33	397.62	2,137.21	53.43	76.31	534.30	800.00	119,415.12	+	213.72	427.44	534.30
Education 20 Yrs of Service	1,637.26	102.33	401.45	2,141.04	53.53	76.45	535.26	800.00	119,627.72	+	214.10	428.21	535.26
Education 25 Yrs of Service	1,637.26	102.33	405.28	2,144.87	53.62	76.60	536.22	800.00	119,840.32	+	214.49	428.97	536.22

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,331.80	110.96		1,442.76	36.07	49.94	360.69	800.00	80,873.18	+	144.28	288.55	360.69
2nd Year	1,484.46	123.77		1,608.23	40.21	55.67	402.06	800.00	90,056.80	+	160.82	321.65	402.06
3rd Year	1,637.26	136.60		1,773.86	44.35	61.40	443.47	800.00	99,249.30	+	177.39	354.77	443.47
Longevity 5 Yrs of Service	1,675.72	136.60	388.04	1,812.32	45.31	77.39	453.08	800.00	101,383.76		-	-	-
Longevity 10 Yrs of Service	1,714.18	136.60	393.78	1,850.78	46.27	79.05	462.70	800.00	103,518.36		-	-	-
Longevity 15 Yrs of Service	1,752.64	136.60	397.62	1,889.24	47.23	80.63	472.31	800.00	105,652.82		-	-	-
Longevity 20 Yrs of Service	1,791.11	136.60	401.45	1,927.71	48.19	82.22	481.93	800.00	107,787.94		-	-	-
Longevity 25 Yrs of Service	1,791.11	136.60	405.28	1,927.71	48.19	82.36	481.93	800.00	107,787.94		-	-	-
Education 5 Yrs of Service	1,637.26	136.60	388.04	1,773.86	44.35	75.95	443.47	800.00	99,249.30	+	177.39	354.77	443.47
Education 10 Yrs of Service	1,637.26	136.60	393.78	1,773.86	44.35	76.16	443.47	800.00	99,249.30	+	177.39	354.77	443.47
Education 15 Yrs of Service	1,637.26	136.60	397.62	1,773.86	44.35	76.31	443.47	800.00	99,249.30	+	177.39	354.77	443.47
Education 20 Yrs of Service	1,637.26	136.60	401.45	1,773.86	44.35	76.45	443.47	800.00	99,249.30	+	177.39	354.77	443.47
Education 25 Yrs of Service	1,637.26	136.60	405.28	1,773.86	44.35	76.60	443.47	800.00	99,249.30	+	177.39	354.77	443.47

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS
\$13.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,335.30	83.46		1,418.76	35.47	50.07	354.69	800.00	79,541.18	+	141.88	283.75	354.69
2nd Year	1,487.96	93.00		1,580.96	39.52	55.80	395.24	800.00	88,543.28	+	158.10	316.19	395.24
3rd Year	1,640.76	102.55		1,743.31	43.58	61.53	435.83	800.00	97,553.74	+	174.33	348.66	435.83
Longevity 5 Yrs of Service	1,679.22	104.95	388.04	2,172.21	54.31	77.52	543.05	800.00	121,357.62		-	-	-
Longevity 10 Yrs of Service	1,717.68	107.36	393.78	2,218.82	55.47	79.18	554.71	800.00	123,944.58		-	-	-
Longevity 15 Yrs of Service	1,756.14	109.76	397.62	2,263.52	56.59	80.77	565.88	800.00	126,425.36		-	-	-
Longevity 20 Yrs of Service	1,794.61	112.16	401.45	2,308.22	57.71	82.35	577.06	800.00	128,906.28		-	-	-
Longevity 25 Yrs of Service	1,794.61	112.16	405.28	2,312.05	57.80	82.50	578.01	800.00	129,118.74		-	-	-
Education 5 Yrs of Service	1,640.76	102.55	388.04	2,131.35	53.28	76.08	532.84	800.00	119,089.96	+	213.14	426.27	532.84
Education 10 Yrs of Service	1,640.76	102.55	393.78	2,137.09	53.43	76.30	534.27	800.00	119,408.46	+	213.71	427.42	534.27
Education 15 Yrs of Service	1,640.76	102.55	397.62	2,140.93	53.52	76.44	535.23	800.00	119,621.58	+	214.09	428.19	535.23
Education 20 Yrs of Service	1,640.76	102.55	401.45	2,144.76	53.62	76.58	536.19	800.00	119,834.18	+	214.48	428.95	536.19
Education 25 Yrs of Service	1,640.76	102.55	405.28	2,148.59	53.71	76.73	537.15	800.00	120,046.78	+	214.86	429.72	537.15

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,335.30	110.96		1,446.26	36.16	50.07	361.57	800.00	81,067.50	+	144.63	289.25	361.57
2nd Year	1,487.96	123.77		1,611.73	40.29	55.80	402.93	800.00	90,250.98	+	161.17	322.35	402.93
3rd Year	1,640.76	136.60		1,777.36	44.43	61.53	444.34	800.00	99,443.48	+	177.74	355.47	444.34
Longevity 5 Yrs of Service	1,679.22	136.60	388.04	2,203.86	55.10	77.52	550.97	800.00	123,114.30		-	-	-
Longevity 10 Yrs of Service	1,717.68	136.60	393.78	2,248.06	56.20	79.18	562.02	800.00	125,567.40		-	-	-
Longevity 15 Yrs of Service	1,756.14	136.60	397.62	2,290.36	57.26	80.77	572.59	800.00	127,914.98		-	-	-
Longevity 20 Yrs of Service	1,794.61	136.60	401.45	2,332.66	58.32	82.35	583.17	800.00	130,262.70		-	-	-
Longevity 25 Yrs of Service	1,794.61	136.60	405.28	2,336.49	58.41	82.50	584.12	800.00	130,475.16		-	-	-
Education 5 Yrs of Service	1,640.76	136.60	388.04	2,165.40	54.14	76.08	541.35	800.00	120,979.70	+	216.54	433.08	541.35
Education 10 Yrs of Service	1,640.76	136.60	393.78	2,171.14	54.28	76.30	542.79	800.00	121,298.34	+	217.11	434.23	542.79
Education 15 Yrs of Service	1,640.76	136.60	397.62	2,174.98	54.37	76.44	543.75	800.00	121,511.46	+	217.50	435.00	543.75
Education 20 Yrs of Service	1,640.76	136.60	401.45	2,178.81	54.47	76.58	544.70	800.00	121,723.92	+	217.88	435.76	544.70
Education 25 Yrs of Service	1,640.76	136.60	405.28	2,182.64	54.57	76.73	545.66	800.00	121,936.52	+	218.26	436.53	545.66

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS
\$19.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,341.30	83.83		1,425.13	35.63	50.30	356.28	800.00	79,894.68	+	142.51	285.03	356.28
2nd Year	1,493.96	93.37		1,587.33	39.68	56.02	396.83	800.00	88,896.78	+	158.73	317.47	396.83
3rd Year	1,646.76	102.92		1,749.68	43.74	61.75	437.42	800.00	97,907.24	+	174.97	349.94	437.42
Longevity 5 Yrs of Service	1,685.22	105.33	388.04	2,178.59	54.46	77.75	544.65	800.00	121,711.78		-	-	-
Longevity 10 Yrs of Service	1,723.68	107.73	393.78	2,225.19	55.63	79.40	556.30	800.00	124,298.08		-	-	-
Longevity 15 Yrs of Service	1,762.14	110.13	397.62	2,269.89	56.75	80.99	567.47	800.00	126,778.86		-	-	-
Longevity 20 Yrs of Service	1,800.61	112.54	401.45	2,314.60	57.87	82.58	578.65	800.00	129,260.30		-	-	-
Longevity 25 Yrs of Service	1,800.61	112.54	405.28	2,318.43	57.96	82.72	579.61	800.00	129,472.90		-	-	-
Education 5 Yrs of Service	1,646.76	102.92	388.04	2,137.72	53.44	76.31	534.43	800.00	119,443.46	+	213.77	427.54	534.43
Education 10 Yrs of Service	1,646.76	102.92	393.78	2,143.46	53.59	76.52	535.87	800.00	119,762.10	+	214.35	428.69	535.87
Education 15 Yrs of Service	1,646.76	102.92	397.62	2,147.30	53.68	76.66	536.83	800.00	119,975.22	+	214.73	429.46	536.83
Education 20 Yrs of Service	1,646.76	102.92	401.45	2,151.13	53.78	76.81	537.78	800.00	120,187.68	+	215.11	430.23	537.78
Education 25 Yrs of Service	1,646.76	102.92	405.28	2,154.96	53.87	76.95	538.74	800.00	120,400.28	+	215.50	430.99	538.74

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,341.30	110.96		1,452.26	36.31	50.30	363.07	800.00	81,400.50	+	145.23	290.45	363.07
2nd Year	1,493.96	123.77		1,617.73	40.44	56.02	404.43	800.00	90,583.98	+	161.77	323.55	404.43
3rd Year	1,646.76	136.60		1,783.36	44.58	61.75	445.84	800.00	99,776.48	+	178.34	356.67	445.84
Longevity 5 Yrs of Service	1,685.22	136.60	388.04	2,209.86	55.25	77.75	552.47	800.00	123,447.30		-	-	-
Longevity 10 Yrs of Service	1,723.68	136.60	393.78	2,254.06	56.35	79.40	563.52	800.00	125,900.40		-	-	-
Longevity 15 Yrs of Service	1,762.14	136.60	397.62	2,296.36	57.41	80.99	574.09	800.00	128,247.98		-	-	-
Longevity 20 Yrs of Service	1,800.61	136.60	401.45	2,338.66	58.47	82.58	584.67	800.00	130,595.70		-	-	-
Longevity 25 Yrs of Service	1,800.61	136.60	405.28	2,342.49	58.56	82.72	585.62	800.00	130,808.16		-	-	-
Education 5 Yrs of Service	1,646.76	136.60	388.04	2,171.40	54.29	76.31	542.85	800.00	121,312.70	+	217.14	434.28	542.85
Education 10 Yrs of Service	1,646.76	136.60	393.78	2,177.14	54.43	76.52	544.29	800.00	121,631.34	+	217.71	435.43	544.29
Education 15 Yrs of Service	1,646.76	136.60	397.62	2,180.98	54.52	76.66	545.25	800.00	121,844.46	+	218.10	436.20	545.25
Education 20 Yrs of Service	1,646.76	136.60	401.45	2,184.81	54.62	76.81	546.20	800.00	122,056.92	+	218.48	436.96	546.20
Education 25 Yrs of Service	1,646.76	136.60	405.28	2,188.64	54.72	76.95	547.16	800.00	122,269.52	+	218.86	437.73	547.16

* These are draft salary scales and rounding may occur.

JULY 1, 2023
POLICE OFFICER SALARY CHARTS
\$40.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,361.80	85.11		1,446.91	36.17	51.07	361.73	800.00	81,103.54	+	144.69	289.38	361.73
2nd Year	1,514.46	94.65		1,609.11	40.23	56.79	402.28	800.00	90,105.64	+	160.91	321.82	402.28
3rd Year	1,667.26	104.20		1,771.46	44.29	62.52	442.87	800.00	99,116.10	+	177.15	354.29	442.87
Longevity 5 Yrs of Service	1,705.72	106.61	388.04	2,200.37	55.01	78.52	550.09	800.00	122,920.50		-	-	-
Longevity 10 Yrs of Service	1,744.18	109.01	393.78	2,246.97	56.17	80.17	561.74	800.00	125,506.80		-	-	-
Longevity 15 Yrs of Service	1,782.64	111.42	397.62	2,291.68	57.29	81.76	572.92	800.00	127,988.24		-	-	-
Longevity 20 Yrs of Service	1,821.11	113.82	401.45	2,336.38	58.41	83.35	584.10	800.00	130,469.16		-	-	-
Longevity 25 Yrs of Service	1,821.11	113.82	405.28	2,340.21	58.51	83.49	585.05	800.00	130,681.62		-	-	-
Education 5 Yrs of Service	1,667.26	104.20	388.04	2,159.50	53.99	77.07	539.88	800.00	120,652.32	+	215.95	431.90	539.88
Education 10 Yrs of Service	1,667.26	104.20	393.78	2,165.24	54.13	77.29	541.31	800.00	120,970.82	+	216.52	433.05	541.31
Education 15 Yrs of Service	1,667.26	104.20	397.62	2,169.08	54.23	77.43	542.27	800.00	121,183.94	+	216.91	433.82	542.27
Education 20 Yrs of Service	1,667.26	104.20	401.45	2,172.91	54.32	77.58	543.23	800.00	121,396.54	+	217.29	434.58	543.23
Education 25 Yrs of Service	1,667.26	104.20	405.28	2,176.74	54.42	77.72	544.19	800.00	121,609.14	+	217.67	435.35	544.19

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,361.80	110.96		1,472.76	36.82	51.07	368.19	800.00	82,538.18	+	147.28	294.55	368.19
2nd Year	1,514.46	123.77		1,638.23	40.96	56.79	409.56	800.00	91,721.80	+	163.82	327.65	409.56
3rd Year	1,667.26	136.60		1,803.86	45.10	62.52	450.97	800.00	100,914.30	+	180.39	360.77	450.97
Longevity 5 Yrs of Service	1,705.72	136.60	388.04	2,230.36	55.76	78.52	557.59	800.00	124,584.98		-	-	-
Longevity 10 Yrs of Service	1,744.18	136.60	393.78	2,274.56	56.86	80.17	568.64	800.00	127,038.08		-	-	-
Longevity 15 Yrs of Service	1,782.64	136.60	397.62	2,316.86	57.92	81.76	579.22	800.00	129,385.80		-	-	-
Longevity 20 Yrs of Service	1,821.11	136.60	401.45	2,359.16	58.98	83.35	589.79	800.00	131,733.38		-	-	-
Longevity 25 Yrs of Service	1,821.11	136.60	405.28	2,362.99	59.07	83.49	590.75	800.00	131,945.98		-	-	-
Education 5 Yrs of Service	1,667.26	136.60	388.04	2,191.90	54.80	77.07	547.98	800.00	122,450.52	+	219.19	438.38	547.98
Education 10 Yrs of Service	1,667.26	136.60	393.78	2,197.64	54.94	77.29	549.41	800.00	122,769.02	+	219.76	439.53	549.41
Education 15 Yrs of Service	1,667.26	136.60	397.62	2,201.48	55.04	77.43	550.37	800.00	122,982.14	+	220.15	440.30	550.37
Education 20 Yrs of Service	1,667.26	136.60	401.45	2,205.31	55.13	77.58	551.33	800.00	123,194.74	+	220.53	441.06	551.33
Education 25 Yrs of Service	1,667.26	136.60	405.28	2,209.14	55.23	77.72	552.29	800.00	123,407.34	+	220.91	441.83	552.29

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS*

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,354.84	84.68		1,439.52	35.99	50.81	359.88	800.00	80,693.36	+	143.95	287.90	359.88
2nd Year	1,511.33	94.46		1,605.79	40.14	56.67	401.45	800.00	89,921.38	+	160.58	321.16	401.45
3rd Year	1,667.94	104.25		1,772.19	44.30	62.55	443.05	800.00	99,156.58	+	177.22	354.44	443.05
Longevity 5 Yrs	1,706.40	106.65	407.66	2,220.71	55.52	79.28	555.18	800.00	124,049.44		-	-	-
Longevity 10 Yrs	1,744.86	109.05	413.40	2,267.31	56.68	80.93	566.83	800.00	126,635.74		-	-	-
Longevity 15 Yrs	1,783.32	111.46	417.24	2,312.02	57.80	82.52	578.01	800.00	129,117.18		-	-	-
Longevity 20 Yrs	1,821.79	113.86	421.07	2,356.72	58.92	84.11	589.18	800.00	131,597.96		-	-	-
Longevity 25 Yrs	1,821.79	113.86	424.90	2,360.55	59.01	84.25	590.14	800.00	131,810.56		-	-	-
Education 5 Yrs	1,667.94	104.25	407.66	2,179.85	54.50	77.84	544.96	800.00	121,781.64	+	217.99	435.97	544.96
Education 10 Yrs	1,667.94	104.25	413.40	2,185.59	54.64	78.05	546.40	800.00	122,100.28	+	218.56	437.12	546.40
Education 15 Yrs	1,667.94	104.25	417.24	2,189.43	54.74	78.19	547.36	800.00	122,313.40	+	218.94	437.89	547.36
Education 20 Yrs	1,667.94	104.25	421.07	2,193.26	54.83	78.34	548.32	800.00	122,526.00	+	219.33	438.65	548.32
Education 25 Yrs	1,667.94	104.25	424.90	2,197.09	54.93	78.48	549.27	800.00	122,738.46	+	219.71	439.42	549.27

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,354.84	113.73		1,468.57	36.71	50.81	367.14	800.00	82,305.60	+	146.86	293.71	367.14
2nd Year	1,511.33	126.87		1,638.20	40.96	56.67	409.55	800.00	91,720.10	+	163.82	327.64	409.55
3rd Year	1,667.94	140.01		1,807.95	45.20	62.55	451.99	800.00	101,141.26	+	180.80	361.59	451.99
Longevity 5 Yrs	1,706.40	140.01	407.66	2,254.07	56.35	79.28	563.52	800.00	125,900.92		-	-	-
Longevity 10 Yrs	1,744.86	140.01	413.40	2,298.27	57.46	80.93	574.57	800.00	128,354.02		-	-	-
Longevity 15 Yrs	1,783.32	140.01	417.24	2,340.57	58.51	82.52	585.14	800.00	130,701.60		-	-	-
Longevity 20 Yrs	1,821.79	140.01	421.07	2,382.87	59.57	84.11	595.72	800.00	133,049.32		-	-	-
Longevity 25 Yrs	1,821.79	140.01	424.90	2,386.70	59.67	84.25	596.68	800.00	133,261.92		-	-	-
Education 5 Yrs	1,667.94	140.01	407.66	2,215.61	55.39	77.84	553.90	800.00	123,766.32	+	221.56	443.12	553.90
Education 10 Yrs	1,667.94	140.01	413.40	2,221.35	55.53	78.05	555.34	800.00	124,084.96	+	222.14	444.27	555.34
Education 15 Yrs	1,667.94	140.01	417.24	2,225.19	55.63	78.19	556.30	800.00	124,298.08	+	222.52	445.04	556.30
Education 20 Yrs	1,667.94	140.01	421.07	2,229.02	55.73	78.34	557.26	800.00	124,510.68	+	222.90	445.80	557.26
Education 25 Yrs	1,667.94	140.01	424.90	2,232.85	55.82	78.48	558.21	800.00	124,723.14	+	223.29	446.57	558.21

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$6.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,360.84	85.05		1,445.89	36.15	51.03	361.47	800.00	81,046.86	+	144.59	289.18	361.47
2nd Year	1,517.33	94.83		1,612.16	40.30	56.90	403.04	800.00	90,274.88	+	161.22	322.43	403.04
3rd Year	1,673.94	104.62		1,778.56	44.46	62.77	444.64	800.00	99,510.08	+	177.86	355.71	444.64
Longevity 5 Yrs	1,712.40	107.03	407.66	2,227.09	55.68	79.50	556.77	800.00	124,403.46		-	-	-
Longevity 10 Yrs	1,750.86	109.43	413.40	2,273.69	56.84	81.16	568.42	800.00	126,989.76		-	-	-
Longevity 15 Yrs	1,789.32	111.83	417.24	2,318.39	57.96	82.75	579.60	800.00	129,470.68		-	-	-
Longevity 20 Yrs	1,827.79	114.24	421.07	2,363.10	59.08	84.33	590.78	800.00	131,952.12		-	-	-
Longevity 25 Yrs	1,827.79	114.24	424.90	2,366.93	59.17	84.48	591.73	800.00	132,164.58		-	-	-
Education 5 Yrs	1,673.94	104.62	407.66	2,186.22	54.66	78.06	546.56	800.00	122,135.28	+	218.62	437.24	546.56
Education 10 Yrs	1,673.94	104.62	413.40	2,191.96	54.80	78.28	547.99	800.00	122,453.78	+	219.20	438.39	547.99
Education 15 Yrs	1,673.94	104.62	417.24	2,195.80	54.90	78.42	548.95	800.00	122,666.90	+	219.58	439.16	548.95
Education 20 Yrs	1,673.94	104.62	421.07	2,199.63	54.99	78.56	549.91	800.00	122,879.50	+	219.96	439.93	549.91
Education 25 Yrs	1,673.94	104.62	424.90	2,203.46	55.09	78.71	550.87	800.00	123,092.10	+	220.35	440.69	550.87

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,360.84	113.73		1,474.57	36.86	51.03	368.64	800.00	82,638.60	+	147.46	294.91	368.64
2nd Year	1,517.33	126.87		1,644.20	41.11	56.90	411.05	800.00	92,053.10	+	164.42	328.84	411.05
3rd Year	1,673.94	140.01		1,813.95	45.35	62.77	453.49	800.00	101,474.26	+	181.40	362.79	453.49
Longevity 5 Yrs	1,712.40	140.01	407.66	2,260.07	56.50	79.50	565.02	800.00	126,233.92		-	-	-
Longevity 10 Yrs	1,750.86	140.01	413.40	2,304.27	57.61	81.16	576.07	800.00	128,687.02		-	-	-
Longevity 15 Yrs	1,789.32	140.01	417.24	2,346.57	58.66	82.75	586.64	800.00	131,034.60		-	-	-
Longevity 20 Yrs	1,827.79	140.01	421.07	2,388.87	59.72	84.33	597.22	800.00	133,382.32		-	-	-
Longevity 25 Yrs	1,827.79	140.01	424.90	2,392.70	59.82	84.48	598.18	800.00	133,594.92		-	-	-
Education 5 Yrs	1,673.94	140.01	407.66	2,221.61	55.54	78.06	555.40	800.00	124,099.32	+	222.16	444.32	555.40
Education 10 Yrs	1,673.94	140.01	413.40	2,227.35	55.68	78.28	556.84	800.00	124,417.96	+	222.74	445.47	556.84
Education 15 Yrs	1,673.94	140.01	417.24	2,231.19	55.78	78.42	557.80	800.00	124,631.08	+	223.12	446.24	557.80
Education 20 Yrs	1,673.94	140.01	421.07	2,235.02	55.88	78.56	558.76	800.00	124,843.68	+	223.50	447.00	558.76
Education 25 Yrs	1,673.94	140.01	424.90	2,238.85	55.97	78.71	559.71	800.00	125,056.14	+	223.89	447.77	559.71

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$8.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,362.84	85.18		1,448.02	36.20	51.11	362.01	800.00	81,165.18	+	144.80	289.60	362.01
2nd Year	1,519.33	94.96		1,614.29	40.36	56.97	403.57	800.00	90,393.06	+	161.43	322.86	403.57
3rd Year	1,675.94	104.75		1,780.69	44.52	62.85	445.17	800.00	99,628.26	+	178.07	356.14	445.17
Longevity 5 Yrs	1,714.40	107.15	407.66	2,229.21	55.73	79.58	557.30	800.00	124,521.12		-	-	-
Longevity 10 Yrs	1,752.86	109.55	413.40	2,275.81	56.90	81.23	568.95	800.00	127,107.42		-	-	-
Longevity 15 Yrs	1,791.32	111.96	417.24	2,320.52	58.01	82.82	580.13	800.00	129,588.86		-	-	-
Longevity 20 Yrs	1,829.79	114.36	421.07	2,365.22	59.13	84.41	591.31	800.00	132,069.78		-	-	-
Longevity 25 Yrs	1,829.79	114.36	424.90	2,369.05	59.23	84.55	592.26	800.00	132,282.24		-	-	-
Education 5 Yrs	1,675.94	104.75	407.66	2,188.35	54.71	78.14	547.09	800.00	122,253.46	+	218.84	437.67	547.09
Education 10 Yrs	1,675.94	104.75	413.40	2,194.09	54.85	78.35	548.52	800.00	122,571.96	+	219.41	438.82	548.52
Education 15 Yrs	1,675.94	104.75	417.24	2,197.93	54.95	78.49	549.48	800.00	122,785.08	+	219.79	439.59	549.48
Education 20 Yrs	1,675.94	104.75	421.07	2,201.76	55.04	78.64	550.44	800.00	122,997.68	+	220.18	440.35	550.44
Education 25 Yrs	1,675.94	104.75	424.90	2,205.59	55.14	78.78	551.40	800.00	123,210.28	+	220.56	441.12	551.40

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,362.84	113.73		1,476.57	36.91	51.11	369.14	800.00	82,749.60	+	147.66	295.31	369.14
2nd Year	1,519.33	126.87		1,646.20	41.16	56.97	411.55	800.00	92,164.10	+	164.62	329.24	411.55
3rd Year	1,675.94	140.01		1,815.95	45.40	62.85	453.99	800.00	101,585.26	+	181.60	363.19	453.99
Longevity 5 Yrs	1,714.40	140.01	407.66	2,262.07	56.55	79.58	565.52	800.00	126,344.92		-	-	-
Longevity 10 Yrs	1,752.86	140.01	413.40	2,306.27	57.66	81.23	576.57	800.00	128,798.02		-	-	-
Longevity 15 Yrs	1,791.32	140.01	417.24	2,348.57	58.71	82.82	587.14	800.00	131,145.60		-	-	-
Longevity 20 Yrs	1,829.79	140.01	421.07	2,390.87	59.77	84.41	597.72	800.00	133,493.32		-	-	-
Longevity 25 Yrs	1,829.79	140.01	424.90	2,394.70	59.87	84.55	598.68	800.00	133,705.92		-	-	-
Education 5 Yrs	1,675.94	140.01	407.66	2,223.61	55.59	78.14	555.90	800.00	124,210.32	+	222.36	444.72	555.90
Education 10 Yrs	1,675.94	140.01	413.40	2,229.35	55.73	78.35	557.34	800.00	124,528.96	+	222.94	445.87	557.34
Education 15 Yrs	1,675.94	140.01	417.24	2,233.19	55.83	78.49	558.30	800.00	124,742.08	+	223.32	446.64	558.30
Education 20 Yrs	1,675.94	140.01	421.07	2,237.02	55.93	78.64	559.26	800.00	124,954.68	+	223.70	447.40	559.26
Education 25 Yrs	1,675.94	140.01	424.90	2,240.85	56.02	78.78	560.21	800.00	125,167.14	+	224.09	448.17	560.21

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$10.00 Specialist Rating

* These are draft salary scales and rounding may occur.

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,364.84	85.30		1,450.14	36.25	51.18	362.54	800.00	81,282.84	+	145.01	290.03	362.54
2nd Year	1,521.33	95.08		1,616.41	40.41	57.05	404.10	800.00	90,510.72	+	161.64	323.28	404.10
3rd Year	1,677.94	104.87		1,782.81	44.57	62.92	445.70	800.00	99,745.92	+	178.28	356.56	445.70
Longevity 5 Yrs of Service	1,716.40	107.28	407.66	2,231.34	55.78	79.65	557.84	800.00	124,639.44		-	-	-
Longevity 10 Yrs of Service	1,754.86	109.68	413.40	2,277.94	56.95	81.31	569.49	800.00	127,225.74		-	-	-
Longevity 15 Yrs of Service	1,793.32	112.08	417.24	2,322.64	58.07	82.90	580.66	800.00	129,706.52		-	-	-
Longevity 20 Yrs of Service	1,831.79	114.49	421.07	2,367.35	59.18	84.48	591.84	800.00	132,187.96		-	-	-
Longevity 25 Yrs of Service	1,831.79	114.49	424.90	2,371.18	59.28	84.63	592.80	800.00	132,400.56		-	-	-
Education 5 Yrs of Service	1,677.94	104.87	407.66	2,190.47	54.76	78.21	547.62	800.00	122,371.12	+	219.05	438.09	547.62
Education 10 Yrs of Service	1,677.94	104.87	413.40	2,196.21	54.91	78.43	549.05	800.00	122,689.62	+	219.62	439.24	549.05
Education 15 Yrs of Service	1,677.94	104.87	417.24	2,200.05	55.00	78.57	550.01	800.00	122,902.74	+	220.01	440.01	550.01
Education 20 Yrs of Service	1,677.94	104.87	421.07	2,203.88	55.10	78.71	550.97	800.00	123,115.34	+	220.39	440.78	550.97
Education 25 Yrs of Service	1,677.94	104.87	424.90	2,207.71	55.19	78.86	551.93	800.00	123,327.94	+	220.77	441.54	551.93

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>+</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,364.84	113.73		1,478.57	36.96	51.18	369.64	800.00	82,860.60	+	147.86	295.71	369.64
2nd Year	1,521.33	126.87		1,648.20	41.21	57.05	412.05	800.00	92,275.10	+	164.82	329.64	412.05
3rd Year	1,677.94	140.01		1,817.95	45.45	62.92	454.49	800.00	101,696.26	+	181.80	363.59	454.49
Longevity 5 Yrs of Service	1,716.40	140.01	407.66	1,856.41	46.41	79.65	464.10	800.00	103,830.72		-	-	-
Longevity 10 Yrs of Service	1,754.86	140.01	413.40	1,894.87	47.37	81.31	473.72	800.00	105,965.32		-	-	-
Longevity 15 Yrs of Service	1,793.32	140.01	417.24	1,933.33	48.33	82.90	483.33	800.00	108,099.78		-	-	-
Longevity 20 Yrs of Service	1,831.79	140.01	421.07	1,971.80	49.30	84.48	492.95	800.00	110,234.90		-	-	-
Longevity 25 Yrs of Service	1,831.79	140.01	424.90	1,971.80	49.30	84.63	492.95	800.00	110,234.90		-	-	-
Education 5 Yrs of Service	1,677.94	140.01	407.66	1,817.95	45.45	78.21	454.49	800.00	101,696.26	+	181.80	363.59	454.49
Education 10 Yrs of Service	1,677.94	140.01	413.40	1,817.95	45.45	78.43	454.49	800.00	101,696.26	+	181.80	363.59	454.49
Education 15 Yrs of Service	1,677.94	140.01	417.24	1,817.95	45.45	78.57	454.49	800.00	101,696.26	+	181.80	363.59	454.49
Education 20 Yrs of Service	1,677.94	140.01	421.07	1,817.95	45.45	78.71	454.49	800.00	101,696.26	+	181.80	363.59	454.49
Education 25 Yrs of Service	1,677.94	140.01	424.90	1,817.95	45.45	78.86	454.49	800.00	101,696.26	+	181.80	363.59	454.49

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$13.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,368.34	85.52		1,453.86	36.35	51.31	363.47	800.00	81,489.30	+	145.39	290.77	363.47
2nd Year	1,524.83	95.30		1,620.13	40.50	57.18	405.03	800.00	90,717.18	+	162.01	324.03	405.03
3rd Year	1,681.44	105.09		1,786.53	44.66	63.05	446.63	800.00	99,952.38	+	178.65	357.31	446.63
Longevity 5 Yrs of Service	1,719.90	107.49	407.66	2,235.05	55.88	79.78	558.76	800.00	124,845.24		-	-	-
Longevity 10 Yrs of Service	1,758.36	109.90	413.40	2,281.66	57.04	81.44	570.42	800.00	127,432.20		-	-	-
Longevity 15 Yrs of Service	1,796.82	112.30	417.24	2,326.36	58.16	83.03	581.59	800.00	129,912.98		-	-	-
Longevity 20 Yrs of Service	1,835.29	114.71	421.07	2,371.07	59.28	84.61	592.77	800.00	132,394.42		-	-	-
Longevity 25 Yrs of Service	1,835.29	114.71	424.90	2,374.90	59.37	84.76	593.73	800.00	132,607.02		-	-	-
Education 5 Yrs of Service	1,681.44	105.09	407.66	2,194.19	54.85	78.34	548.55	800.00	122,577.58	+	219.42	438.84	548.55
Education 10 Yrs of Service	1,681.44	105.09	413.40	2,199.93	55.00	78.56	549.98	800.00	122,896.08	+	219.99	439.99	549.98
Education 15 Yrs of Service	1,681.44	105.09	417.24	2,203.77	55.09	78.70	550.94	800.00	123,109.20	+	220.38	440.75	550.94
Education 20 Yrs of Service	1,681.44	105.09	421.07	2,207.60	55.19	78.84	551.90	800.00	123,321.80	+	220.76	441.52	551.90
Education 25 Yrs of Service	1,681.44	105.09	424.90	2,211.43	55.29	78.99	552.86	800.00	123,534.40	+	221.14	442.29	552.86

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,368.34	113.73		1,482.07	37.05	51.31	370.52	800.00	83,054.92	+	148.21	296.41	370.52
2nd Year	1,524.83	126.87		1,651.70	41.29	57.18	412.93	800.00	92,469.42	+	165.17	330.34	412.93
3rd Year	1,681.44	140.01		1,821.45	45.54	63.05	455.36	800.00	101,890.44	+	182.15	364.29	455.36
Longevity 5 Yrs of Service	1,719.90	140.01	407.66	2,267.57	56.69	79.78	566.89	800.00	126,650.10		-	-	-
Longevity 10 Yrs of Service	1,758.36	140.01	413.40	2,311.77	57.79	81.44	577.94	800.00	129,103.20		-	-	-
Longevity 15 Yrs of Service	1,796.82	140.01	417.24	2,354.07	58.85	83.03	588.52	800.00	131,450.92		-	-	-
Longevity 20 Yrs of Service	1,835.29	140.01	421.07	2,396.37	59.91	84.61	599.09	800.00	133,798.50		-	-	-
Longevity 25 Yrs of Service	1,835.29	140.01	424.90	2,400.20	60.01	84.76	600.05	800.00	134,011.10		-	-	-
Education 5 Yrs of Service	1,681.44	140.01	407.66	2,229.11	55.73	78.34	557.28	800.00	124,515.64	+	222.91	445.82	557.28
Education 10 Yrs of Service	1,681.44	140.01	413.40	2,234.85	55.87	78.56	558.71	800.00	124,834.14	+	223.49	446.97	558.71
Education 15 Yrs of Service	1,681.44	140.01	417.24	2,238.69	55.97	78.70	559.67	800.00	125,047.26	+	223.87	447.74	559.67
Education 20 Yrs of Service	1,681.44	140.01	421.07	2,242.52	56.06	78.84	560.63	800.00	125,259.86	+	224.25	448.50	560.63
Education 25 Yrs of Service	1,681.44	140.01	424.90	2,246.35	56.16	78.99	561.59	800.00	125,472.46	+	224.64	449.27	561.59

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$19.50 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,374.34	85.90		1,460.24	36.51	51.54	365.06	800.00	81,843.32	+	146.02	292.05	365.06
2nd Year	1,530.83	95.68		1,626.51	40.66	57.41	406.63	800.00	91,071.34	+	162.65	325.30	406.63
3rd Year	1,687.44	105.47		1,792.91	44.82	63.28	448.23	800.00	100,306.54	+	179.29	358.58	448.23
Longevity 5 Yrs of Service	1,725.90	107.87	407.66	2,241.43	56.04	80.01	560.36	800.00	125,199.40		-	-	-
Longevity 10 Yrs of Service	1,764.36	110.27	413.40	2,288.03	57.20	81.67	572.01	800.00	127,785.70		-	-	-
Longevity 15 Yrs of Service	1,802.82	112.68	417.24	2,332.74	58.32	83.25	583.19	800.00	130,267.14		-	-	-
Longevity 20 Yrs of Service	1,841.29	115.08	421.07	2,377.44	59.44	84.84	594.36	800.00	132,747.92		-	-	-
Longevity 25 Yrs of Service	1,841.29	115.08	424.90	2,381.27	59.53	84.98	595.32	800.00	132,960.52		-	-	-
Education 5 Yrs of Service	1,687.44	105.47	407.66	2,200.57	55.01	78.57	550.14	800.00	122,931.60	+	220.06	440.11	550.14
Education 10 Yrs of Service	1,687.44	105.47	413.40	2,206.31	55.16	78.78	551.58	800.00	123,250.24	+	220.63	441.26	551.58
Education 15 Yrs of Service	1,687.44	105.47	417.24	2,210.15	55.25	78.93	552.54	800.00	123,463.36	+	221.02	442.03	552.54
Education 20 Yrs of Service	1,687.44	105.47	421.07	2,213.98	55.35	79.07	553.50	800.00	123,675.96	+	221.40	442.80	553.50
Education 25 Yrs of Service	1,687.44	105.47	424.90	2,217.81	55.45	79.21	554.45	800.00	123,888.42	+	221.78	443.56	554.45

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,374.34	113.73		1,488.07	37.20	51.54	372.02	800.00	83,387.92	+	148.81	297.61	372.02
2nd Year	1,530.83	126.87		1,657.70	41.44	57.41	414.43	800.00	92,802.42	+	165.77	331.54	414.43
3rd Year	1,687.44	140.01		1,827.45	45.69	63.28	456.86	800.00	102,223.44	+	182.75	365.49	456.86
Longevity 5 Yrs of Service	1,725.90	140.01	407.66	2,273.57	56.84	80.01	568.39	800.00	126,983.10		-	-	-
Longevity 10 Yrs of Service	1,764.36	140.01	413.40	2,317.77	57.94	81.67	579.44	800.00	129,436.20		-	-	-
Longevity 15 Yrs of Service	1,802.82	140.01	417.24	2,360.07	59.00	83.25	590.02	800.00	131,783.92		-	-	-
Longevity 20 Yrs of Service	1,841.29	140.01	421.07	2,402.37	60.06	84.84	600.59	800.00	134,131.50		-	-	-
Longevity 25 Yrs of Service	1,841.29	140.01	424.90	2,406.20	60.16	84.98	601.55	800.00	134,344.10		-	-	-
Education 5 Yrs of Service	1,687.44	140.01	407.66	2,235.11	55.88	78.57	558.78	800.00	124,848.64	+	223.51	447.02	558.78
Education 10 Yrs of Service	1,687.44	140.01	413.40	2,240.85	56.02	78.78	560.21	800.00	125,167.14	+	224.09	448.17	560.21
Education 15 Yrs of Service	1,687.44	140.01	417.24	2,244.69	56.12	78.93	561.17	800.00	125,380.26	+	224.47	448.94	561.17
Education 20 Yrs of Service	1,687.44	140.01	421.07	2,248.52	56.21	79.07	562.13	800.00	125,592.86	+	224.85	449.70	562.13
Education 25 Yrs of Service	1,687.44	140.01	424.90	2,252.35	56.31	79.21	563.09	800.00	125,805.46	+	225.24	450.47	563.09

* These are draft salary scales and rounding may occur.

JULY 6, 2024
POLICE OFFICER SALARY CHARTS
\$40.00 Specialist Rating

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,394.84	87.18		1,482.02	37.05	52.31	370.51	800.00	83,052.18	+	148.20	296.40	370.51
2nd Year	1,551.33	96.96		1,648.29	41.21	58.17	412.07	800.00	92,280.06	+	164.83	329.66	412.07
3rd Year	1,707.94	106.75		1,814.69	45.37	64.05	453.67	800.00	101,515.26	+	181.47	362.94	453.67
Longevity 5 Yrs of Service	1,746.40	109.15	407.66	2,263.21	56.58	80.78	565.80	800.00	126,408.12		-	-	-
Longevity 10 Yrs of Service	1,784.86	111.55	413.40	2,309.81	57.75	82.43	577.45	800.00	128,994.42		-	-	-
Longevity 15 Yrs of Service	1,823.32	113.96	417.24	2,354.52	58.86	84.02	588.63	800.00	131,475.86		-	-	-
Longevity 20 Yrs of Service	1,861.79	116.36	421.07	2,399.22	59.98	85.61	599.81	800.00	133,956.78		-	-	-
Longevity 25 Yrs of Service	1,861.79	116.36	424.90	2,403.05	60.08	85.75	600.76	800.00	134,169.24		-	-	-
Education 5 Yrs of Service	1,707.94	106.75	407.66	2,222.35	55.56	79.34	555.59	800.00	124,140.46	+	222.24	444.47	555.59
Education 10 Yrs of Service	1,707.94	106.75	413.40	2,228.09	55.70	79.55	557.02	800.00	124,458.96	+	222.81	445.62	557.02
Education 15 Yrs of Service	1,707.94	106.75	417.24	2,231.93	55.80	79.69	557.98	800.00	124,672.08	+	223.19	446.39	557.98
Education 20 Yrs of Service	1,707.94	106.75	421.07	2,235.76	55.89	79.84	558.94	800.00	124,884.68	+	223.58	447.15	558.94
Education 25 Yrs of Service	1,707.94	106.75	424.90	2,239.59	55.99	79.98	559.90	800.00	125,097.28	+	223.96	447.92	559.90

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>TCAP</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>	<u>±</u>	<u>Associates</u> <u>10.00%</u>	<u>Bachelors</u> <u>20.00%</u>	<u>Masters</u> <u>25.00%</u>
1st Year	1,394.84	113.73		1,508.57	37.71	52.31	377.14	800.00	84,525.60	+	150.86	301.71	377.14
2nd Year	1,551.33	126.87		1,678.20	41.96	58.17	419.55	800.00	93,940.10	+	167.82	335.64	419.55
3rd Year	1,707.94	140.01		1,847.95	46.20	64.05	461.99	800.00	103,361.26	+	184.80	369.59	461.99
Longevity 5 Yrs of Service	1,746.40	140.01	407.66	2,294.07	57.35	80.78	573.52	800.00	128,120.92		-	-	-
Longevity 10 Yrs of Service	1,784.86	140.01	413.40	2,338.27	58.46	82.43	584.57	800.00	130,574.02		-	-	-
Longevity 15 Yrs of Service	1,823.32	140.01	417.24	2,380.57	59.51	84.02	595.14	800.00	132,921.60		-	-	-
Longevity 20 Yrs of Service	1,861.79	140.01	421.07	2,422.87	60.57	85.61	605.72	800.00	135,269.32		-	-	-
Longevity 25 Yrs of Service	1,861.79	140.01	424.90	2,426.70	60.67	85.75	606.68	800.00	135,481.92		-	-	-
Education 5 Yrs of Service	1,707.94	140.01	407.66	2,255.61	56.39	79.34	563.90	800.00	125,986.32	+	225.56	451.12	563.90
Education 10 Yrs of Service	1,707.94	140.01	413.40	2,261.35	56.53	79.55	565.34	800.00	126,304.96	+	226.14	452.27	565.34
Education 15 Yrs of Service	1,707.94	140.01	417.24	2,265.19	56.63	79.69	566.30	800.00	126,518.08	+	226.52	453.04	566.30
Education 20 Yrs of Service	1,707.94	140.01	421.07	2,269.02	56.73	79.84	567.26	800.00	126,730.68	+	226.90	453.80	567.26
Education 25 Yrs of Service	1,707.94	140.01	424.90	2,272.85	56.82	79.98	568.21	800.00	126,943.14	+	227.29	454.57	568.21

* These are draft salary scales and rounding may occur.