

G. CLASSIFICATIONS - POLICE BARGAINING UNIT

2019 Police Bargaining Pay Plan - (3% increase over 2018 salaries). Salaries effective December 16, 2018.

Class Code	Class Title	Pay Range		<u>I</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	
9005	Police Officer - Probationary	1 UP	AN.	\$46,524.14										
			BW.	\$1,789.39										
			HR.	\$22.37										
9010	Police Officer	3 UP	AN.		\$55,330.34	\$58,358.82	\$65,930.54	\$68,423.16	\$71,381.70	\$72,803.12	\$75,435.36	\$78,860.08	\$81,632.46	
			BW.		\$2,128.09	\$2,244.57	\$2,535.79	\$2,631.66	\$2,745.45	\$2,800.12	\$2,901.36	\$3,033.08	\$3,139.71	
			HR.		\$26.60	\$28.06	\$31.70	\$32.90	\$34.32	\$35.00	\$36.27	\$37.91	\$39.25	
9030	Police Sergeant	7 UP	AN.		\$79,582.10	\$81,981.90	\$83,379.66	\$84,684.34	\$86,012.16	\$87,386.52	\$88,738.00	\$91,277.16		
			BW.		\$3,060.85	\$3,153.15	\$3,206.91	\$3,257.09	\$3,308.16	\$3,361.02	\$3,413.00	\$3,510.66		
			HR.		\$38.26	\$39.41	\$40.09	\$40.71	\$41.35	\$42.01	\$42.66	\$43.88		
9050	Police Lieutenant	9 UP	AN.		\$93,676.96	\$95,657.38	\$97,148.22	\$98,615.92	\$100,130.16	\$102,157.12				
			BW.		\$3,602.96	\$3,679.13	\$3,736.47	\$3,792.92	\$3,851.16	\$3,929.12				
			HR.		\$45.04	\$45.99	\$46.71	\$47.41	\$48.14	\$49.11				
9070	Police Captain	11 UP	AN.		\$107,352.44	\$111,056.66	\$115,250.20	\$119,420.08	\$123,007.82					
			BW.		\$4,128.94	\$4,271.41	\$4,432.70	\$4,593.08	\$4,731.07					
			HR.		\$51.61	\$53.39	\$55.41	\$57.41	\$59.14					

STEP PROGRESSION

Police Officer - Probationary

Step Requirement

"T" Initial Hire 1/1/1990

Police Officer

Step Requirement

"A" One (1) Year at step "T" 1/1/1991
 "B" One (1) Year at step "A" 1/1/1992
 "C" One (1) Year at step "B" 12/31/1992
 "D" One (1) Year at step "C" 1/1/1994
 "E" One (1) Year at step "D" 1/1/1995
 "F" One (1) Year at step "E" 1/1/1996
 "G" One (1) Year at step "F" 12/31/1996
 "H" One (1) Year at step "G" 1/1/1998

"I" One (1) Year at step "H"

1/1/1999

Police Sergeant

Step Requirement

- "A" Initial Promotion - dead step
- "B" One (1) Year at step "A"
- "C" One (1) Year at step "B"
- "D" One (1) Year at step "C"
- "E" One (1) Year at step "D"
- "F" One (1) Year at step "E"
- "G" One (1) Year at step "F"
- "H" One (1) Year at step "G"

Any SGT or LT with 20 YOS is placed at the top step

Police Lieutenant

Step Requirement

- "A" Initial Promotion
- "B" One (1) Year at step "A"
- "C" One (1) Year at step "B"
- "D" One (1) Year at step "C"
- "E" One (1) Year at step "D"
- "F" One (1) Year at step "E"

Police Captain

Step Requirement

- "A" Initial Promotion
- "B" Eighteen (18) months at step "A"
- "C" Eighteen (18) months at step "B"
- "D" Eighteen (18) months at step "C"
- "E" Eighteen (18) months at step "D"

Police Captain - All Promotions

Step Requirement

- "A" 8 to 11 YOS at time of promotion
- "B" 12 to 19 YOS at time of promotion OR Eighteen (18) months at step "A"
- "C" 20 or more YOS at time of promotion OR Eighteen (18) months at step "B"
- "D" Eighteen (18) months at step "C"
- "E" Eighteen (18) months at step "D"

Actual pay for employees in this group is calculated from the **bi-weekly rate and rounded to the closest penny.**