

APPENDIX A-1
City of Austin Police Pay Schedule - Fiscal Year 2008-09

40 Hour Week														
GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP		10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$24.446	\$27.433	\$30.279	\$30.279	\$30.279	\$30.279	\$32.397	\$32.397	\$32.397	\$32.397	\$34.666	\$34.666	\$34.666
17050	MO	\$4,237	\$4,755	\$5,248	\$5,248	\$5,248	\$5,248	\$5,616	\$5,616	\$5,616	\$5,616	\$6,009	\$6,009	\$6,009
P02	YR	\$50,848	\$57,061	\$62,979	\$62,979	\$62,979	\$62,979	\$67,386	\$67,386	\$67,386	\$67,386	\$72,104	\$72,104	\$72,104
CORPORAL / DETECTIVE	HR					\$33.003	\$33.003	\$35.313	\$35.313	\$35.313	\$35.313	\$37.786	\$37.786	\$37.786
17025	MO					\$5,721	\$5,721	\$6,121	\$6,121	\$6,121	\$6,121	\$6,550	\$6,550	\$6,550
P07	YR					\$68,646	\$68,646	\$73,452	\$73,452	\$73,452	\$73,452	\$78,594	\$78,594	\$78,594
SERGEANT	HR								\$38.491	\$38.491	\$38.491	\$41.186	\$41.186	\$41.186
17070	MO								\$6,672	\$6,672	\$6,672	\$7,139	\$7,139	\$7,139
P08	YR								\$80,061	\$80,061	\$80,061	\$85,666	\$85,666	\$85,666
LIEUTENANT	HR										\$44.265	\$47.363	\$47.363	\$47.363
17045	MO										\$7,673	\$8,210	\$8,210	\$8,210
P09	YR										\$92,070	\$98,515	\$98,515	\$98,515
COMMANDER	HR												\$54.768	\$54.768
17018	MO												\$9,493	\$9,493
P10	YR												\$113,917	\$113,917
NOTES:		MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.												
Police Cadet		\$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL												
GRADE		N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP		140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$34.666	\$37.092	\$37.092	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689
17050	MO	\$6,009	\$6,429	\$6,429	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879
P02	YR	\$72,104	\$77,151	\$77,151	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553
CORPORAL / DETECTIVE	HR	\$37.786	\$40.430	\$40.430	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261
17025	MO	\$6,550	\$7,008	\$7,008	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499
P07	YR	\$78,594	\$84,095	\$84,095	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983
SERGEANT	HR	\$41.186	\$44.068	\$44.068	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153
17070	MO	\$7,139	\$7,638	\$7,638	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173
P08	YR	\$85,666	\$91,661	\$91,661	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078
LIEUTENANT	HR	\$47.363	\$50.679	\$50.679	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227
17045	MO	\$8,210	\$8,784	\$8,784	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399
P09	YR	\$98,515	\$105,412	\$105,412	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791
COMMANDER	HR	\$54.768	\$58.601	\$58.601	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703
17018	MO	\$9,493	\$10,158	\$10,158	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869
P10	YR	\$113,917	\$121,891	\$121,891	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423
NOTES:		MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.												
Police Cadet		\$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL												

APPENDIX B-1
City of Austin Police Pay Schedule - Fiscal Year 2009-10

40 Hour Week

	GRADE PAYSTEP YEAR	A	B	C	D	E	F	G	H	I	J	K	L	M
		10	20	30	40	50	60	70	80	90	100	110	120	130
		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$24.446	\$27.433	\$30.279	\$30.279	\$30.279	\$30.279	\$32.397	\$32.397	\$32.397	\$32.397	\$34.666	\$34.666	\$34.666
17050	MO	\$4,237	\$4,755	\$5,248	\$5,248	\$5,248	\$5,248	\$5,616	\$5,616	\$5,616	\$5,616	\$6,009	\$6,009	\$6,009
P02	YR	\$50,848	\$57,061	\$62,979	\$62,979	\$62,979	\$62,979	\$67,386	\$67,386	\$67,386	\$67,386	\$72,104	\$72,104	\$72,104
CORPORAL / DETECTIVE	HR					\$33.003	\$33.003	\$35.313	\$35.313	\$35.313	\$35.313	\$37.786	\$37.786	\$37.786
17025	MO					\$5,721	\$5,721	\$6,121	\$6,121	\$6,121	\$6,121	\$6,550	\$6,550	\$6,550
P07	YR					\$68,646	\$68,646	\$73,452	\$73,452	\$73,452	\$73,452	\$78,594	\$78,594	\$78,594
SERGEANT	HR								\$38.491	\$38.491	\$38.491	\$41.186	\$41.186	\$41.186
17070	MO								\$6,672	\$6,672	\$6,672	\$7,139	\$7,139	\$7,139
P08	YR								\$80,061	\$80,061	\$80,061	\$85,666	\$85,666	\$85,666
LIEUTENANT	HR										\$44.265	\$47.363	\$47.363	\$47.363
17045	MO										\$7,673	\$8,210	\$8,210	\$8,210
P09	YR										\$92,070	\$98,515	\$98,515	\$98,515
COMMANDER	HR												\$54.768	\$54.768
17018	MO												\$9,493	\$9,493
P10	YR												\$113,917	\$113,917

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

	GRADE PAYSTEP YEAR	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
		140	150	160	170	180	190	200	210	220	230	240	250	260
		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$34.666	\$37.092	\$37.092	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689	\$39.689
17050	MO	\$6,009	\$6,429	\$6,429	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879
P02	YR	\$72,104	\$77,151	\$77,151	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553
CORPORAL / DETECTIVE	HR	\$37.786	\$40.430	\$40.430	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261	\$43.261
17025	MO	\$6,550	\$7,008	\$7,008	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499
P07	YR	\$78,594	\$84,095	\$84,095	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983
SERGEANT	HR	\$41.186	\$44.068	\$44.068	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153	\$47.153
17070	MO	\$7,139	\$7,638	\$7,638	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173
P08	YR	\$85,666	\$91,661	\$91,661	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078
LIEUTENANT	HR	\$47.363	\$50.679	\$50.679	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227
17045	MO	\$8,210	\$8,784	\$8,784	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399
P09	YR	\$98,515	\$105,412	\$105,412	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791	\$112,791
COMMANDER	HR	\$54.768	\$58.601	\$58.601	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703	\$62.703
17018	MO	\$9,493	\$10,158	\$10,158	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869	\$10,869
P10	YR	\$113,917	\$121,891	\$121,891	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423	\$130,423

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

Year 2: As of the amended contract, the Austin Police Association agrees to no increase for FY 2009-10.

APPENDIX B-2

City of Austin Police Pay Schedule - Fiscal Year 2010-11

40 Hour Week

GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M	
PAYSTEP	10	20	30	40	50	60	70	80	90	100	110	120	130	
YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12	
OFFICER	HR	\$25,180	\$28,256	\$31,187	\$31,187	\$31,187	\$31,187	\$33,369	\$33,369	\$33,369	\$33,369	\$35,705	\$35,705	\$35,705
17050	MO	\$4,364	\$4,898	\$5,406	\$5,406	\$5,406	\$5,406	\$5,784	\$5,784	\$5,784	\$5,784	\$6,189	\$6,189	\$6,189
P02	YR	\$52,374	\$58,773	\$64,869	\$64,869	\$64,869	\$64,869	\$69,408	\$69,408	\$69,408	\$69,408	\$74,267	\$74,267	\$74,267
CORPORAL /														
DETECTIVE	HR					\$33,993	\$33,993	\$36,373	\$36,373	\$36,373	\$36,373	\$38,919	\$38,919	\$38,919
17025	MO					\$5,892	\$5,892	\$6,305	\$6,305	\$6,305	\$6,305	\$6,746	\$6,746	\$6,746
P07	YR					\$70,706	\$70,706	\$75,655	\$75,655	\$75,655	\$75,655	\$80,952	\$80,952	\$80,952
SERGEANT														
17070	MO							\$6,872	\$6,872	\$6,872	\$7,353	\$7,353	\$7,353	\$7,353
P08	YR							\$82,463	\$82,463	\$82,463	\$88,236	\$88,236	\$88,236	\$88,236
LIEUTENANT														
17045	MO									\$7,903	\$8,456	\$8,456	\$8,456	\$8,456
P09	YR									\$94,833	\$101,471	\$101,471	\$101,471	\$101,471
COMMANDER														
17018	MO											\$9,778	\$9,778	\$9,778
P10	YR											\$117,335	\$117,335	\$117,335

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

Police Cadet \$15,385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

GRADE	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
PAYSTEP	140	150	160	170	180	190	200	210	220	230	240	250	260	
YEAR	13	14	15	16	17	18	19	20	21	22	23	24	25	
OFFICER	HR	\$35,705	\$38,204	\$38,204	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880	\$40,880
17050	MO	\$6,189	\$6,622	\$6,622	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086	\$7,086
P02	YR	\$74,267	\$79,465	\$79,465	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030	\$85,030
CORPORAL /														
DETECTIVE	HR	\$38,919	\$41,643	\$41,643	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559	\$44,559
17025	MO	\$6,746	\$7,218	\$7,218	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724	\$7,724
P07	YR	\$80,952	\$86,617	\$86,617	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683	\$92,683
SERGEANT														
17070	MO	\$7,353	\$7,868	\$7,868	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418	\$8,418
P08	YR	\$88,236	\$94,411	\$94,411	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021	\$101,021
LIEUTENANT														
17045	MO	\$8,456	\$9,048	\$9,048	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681	\$9,681
P09	YR	\$101,471	\$108,575	\$108,575	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175	\$116,175
COMMANDER														
17018	MO	\$9,778	\$10,462	\$10,462	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195	\$11,195
P10	YR	\$117,335	\$125,547	\$125,547	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336	\$134,336

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

Police Cadet \$15,385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

Year 3: 3.0% effective first pay period FY 2010-2011

APPENDIX B-3
City of Austin Police Pay Schedule - Fiscal Year 2011-12

40 Hour Week

GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M
PAYSTEP		10	20	30	40	50	60	70	80	90	100	110	120	130
YEAR		BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$25.935	\$29.104	\$32.122	\$32.122	\$32.122	\$32.122	\$34.370	\$34.370	\$34.370	\$34.370	\$36.777	\$36.777	\$36.777
17050	MO	\$4,495	\$5,045	\$5,568	\$5,568	\$5,568	\$5,568	\$5,957	\$5,957	\$5,957	\$5,957	\$6,375	\$6,375	\$6,375
P02	YR	\$53,945	\$60,536	\$66,815	\$66,815	\$66,815	\$66,815	\$71,490	\$71,490	\$71,490	\$71,490	\$76,495	\$76,495	\$76,495
CORPORAL / DETECTIVE	HR													
17025	MO					\$35.013	\$35.013	\$37.464	\$37.464	\$37.464	\$37.464	\$40.087	\$40.087	\$40.087
P07	YR					\$6,069	\$6,069	\$6,494	\$6,494	\$6,494	\$6,494	\$6,948	\$6,948	\$6,948
17070	MO					\$72,827	\$72,827	\$77,925	\$77,925	\$77,925	\$77,925	\$83,380	\$83,380	\$83,380
SERGEANT	HR													
17070	MO								\$40.835	\$40.835	\$40.835	\$43.694	\$43.694	\$43.694
P08	YR								\$7,078	\$7,078	\$7,078	\$7,574	\$7,574	\$7,574
17070	MO								\$84,937	\$84,937	\$84,937	\$90,883	\$90,883	\$90,883
LIEUTENANT	HR													
17045	MO										\$46.960	\$50.248	\$50.248	\$50.248
P09	YR										\$8,140	\$8,710	\$8,710	\$8,710
17045	MO										\$97,678	\$104,515	\$104,515	\$104,515
17045	YR													
COMMANDER	HR													
17018	MO												\$58.103	\$58.103
P10	YR												\$10,071	\$10,071
17018	MO												\$120,855	\$120,855
P10	YR													

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

GRADE		N	O	P	Q	R	S	T	U	V	W	X	Y	Z
PAYSTEP		140	150	160	170	180	190	200	210	220	230	240	250	260
YEAR		13	14	15	16	17	18	19	20	21	22	23	24	25
OFFICER	HR	\$36.777	\$39.351	\$39.351	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106	\$42.106
17050	MO	\$6,375	\$6,821	\$6,821	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298	\$7,298
P02	YR	\$76,495	\$81,849	\$81,849	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581	\$87,581
CORPORAL / DETECTIVE	HR	\$40.087	\$42.892	\$42.892	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896	\$45.896
17025	MO	\$6,948	\$7,435	\$7,435	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955	\$7,955
P07	YR	\$83,380	\$89,216	\$89,216	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463	\$95,463
SERGEANT	HR	\$43.694	\$46.752	\$46.752	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025	\$50.025
17070	MO	\$7,574	\$8,104	\$8,104	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671	\$8,671
P08	YR	\$90,883	\$97,243	\$97,243	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051	\$104,051
LIEUTENANT	HR	\$50.248	\$53.765	\$53.765	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529	\$57.529
17045	MO	\$8,710	\$9,319	\$9,319	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972	\$9,972
P09	YR	\$104,515	\$111,832	\$111,832	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660	\$119,660
COMMANDER	HR	\$58.103	\$62.170	\$62.170	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522	\$66.522
17018	MO	\$10,071	\$10,776	\$10,776	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530	\$11,530
P10	YR	\$120,855	\$129,314	\$129,314	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366	\$138,366

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

Year 4: As of the amended contract, option year becomes a contractual year. 3.0% effective first pay period FY 2011-12. If majority of non-public safety employees receive a wage increase of more than 3.0% for FY 2011-12, the 3.0% increase shall be increased to the base wage increase received by the majority of employees.

APPENDIX B-4
City of Austin Police Pay Schedule - Fiscal Year 2012-13

40 Hour Week														
GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M	
PAYSTEP	10	20	30	40	50	60	70	80	90	100	110	120	130	
YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12	
OFFICER	HR	\$26,713	\$29,977	\$33,086	\$33,086	\$33,086	\$33,086	\$35,401	\$35,401	\$35,401	\$35,401	\$37,880	\$37,880	\$37,880
17050	MO	\$4,630	\$5,196	\$5,735	\$5,735	\$5,735	\$5,735	\$6,136	\$6,136	\$6,136	\$6,136	\$6,566	\$6,566	\$6,566
P02	YR	\$55,563	\$62,352	\$68,819	\$68,819	\$68,819	\$68,819	\$73,635	\$73,635	\$73,635	\$73,635	\$78,790	\$78,790	\$78,790
CORPORAL / DETECTIVE	HR					\$36,063	\$36,063	\$38,588	\$38,588	\$38,588	\$38,588	\$41,289	\$41,289	\$41,289
17025	MO					\$6,251	\$6,251	\$6,689	\$6,689	\$6,689	\$6,689	\$7,157	\$7,157	\$7,157
P07	YR					\$75,011	\$75,011	\$80,263	\$80,263	\$80,263	\$80,263	\$85,882	\$85,882	\$85,882
SERGEANT	HR							\$42,060	\$42,060	\$42,060	\$42,060	\$45,005	\$45,005	\$45,005
17070	MO							\$7,290	\$7,290	\$7,290	\$7,290	\$7,801	\$7,801	\$7,801
P08	YR							\$87,485	\$87,485	\$87,485	\$87,485	\$93,609	\$93,609	\$93,609
LIEUTENANT	HR									\$48,369	\$51,755	\$51,755	\$51,755	
17045	MO									\$8,384	\$8,971	\$8,971	\$8,971	
P09	YR									\$100,608	\$107,650	\$107,650	\$107,650	
COMMANDER	HR												\$59,846	\$59,846
17018	MO												\$10,373	\$10,373
P10	YR												\$124,480	\$124,480

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15,385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

GRADE	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
PAYSTEP	140	150	160	170	180	190	200	210	220	230	240	250	260	
YEAR	13	14	15	16	17	18	19	20	21	22	23	24	25	
OFFICER	HR	\$37,880	\$40,531	\$40,531	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369	\$43,369
17050	MO	\$6,566	\$7,025	\$7,025	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517	\$7,517
P02	YR	\$78,790	\$84,305	\$84,305	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208	\$90,208
CORPORAL / DETECTIVE	HR	\$41,289	\$44,179	\$44,179	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273	\$47,273
17025	MO	\$7,157	\$7,658	\$7,658	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194	\$8,194
P07	YR	\$85,882	\$91,892	\$91,892	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327	\$98,327
SERGEANT	HR	\$45,005	\$48,154	\$48,154	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525	\$51,525
17070	MO	\$7,801	\$8,347	\$8,347	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931	\$8,931
P08	YR	\$93,609	\$100,161	\$100,161	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173	\$107,173
LIEUTENANT	HR	\$51,755	\$55,378	\$55,378	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255	\$59,255
17045	MO	\$8,971	\$9,599	\$9,599	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271	\$10,271
P09	YR	\$107,650	\$115,187	\$115,187	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250	\$123,250
COMMANDER	HR	\$59,846	\$64,035	\$64,035	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518	\$68,518
17018	MO	\$10,373	\$11,099	\$11,099	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876	\$11,876
P10	YR	\$124,480	\$133,193	\$133,193	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517	\$142,517

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.
Police Cadet \$15,385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

Year 5: 3.0% effective first pay period FY 2012-13. If majority of non-public safety employees receive a wage increase of more than 3.0% for FY 2012-13, the 3.0% increase shall be increased to the base wage increase received by the majority of employees.