

FY 2024-2025 Police Department Step Plan



Police Captain	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$126,996	\$130,361	\$133,816	\$137,362	\$141,002	\$144,738

Police Lieutenant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$114,430	\$117,234	\$120,106	\$123,049	\$126,063	\$129,152

Police Sergeant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	\$98,204	\$100,953	\$103,780	\$106,686	\$109,673	\$112,744

Police Corporal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$88,120	\$89,592	\$91,088	\$92,609	\$94,156	\$95,728	\$97,327	\$98,952	\$100,604	\$102,285

Police Officer	Step 1*	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
	\$69,451	\$71,104	\$72,797	\$74,529	\$76,303	\$78,119	\$79,978	\$81,882	\$83,831	\$85,826	\$87,868	\$89,960	\$92,101	\$94,293	\$96,537

Police Cadet	Step 1**
	\$52,015

Promotion Matrix for Overlapping Ranks***

Police Officer Step	Salary	Corporal Step	Salary	% Increase
Step 1	69,451	Step 1	88,120	26.9%
Step 2	71,104	Step 1	88,120	23.9%
Step 3	72,797	Step 1	88,120	21.0%
Step 4	74,529	Step 1	88,120	18.2%
Step 5	76,303	Step 1	88,120	15.5%
Step 6	78,119	Step 1	88,120	12.8%
Step 7	79,978	Step 1	88,120	10.2%
Step 8	81,882	Step 1	88,120	7.6%
Step 9	83,831	Step 1	88,120	5.1%
Step 10	85,826	Step 1	88,120	2.7%
Step 11	87,868	Step 2	89,592	2.0%
Step 12	89,960	Step 3	91,088	1.3%
Step 13	92,101	Step 5	94,156	2.2%
Step 14	94,293	Step 6	95,728	1.5%
Step 15	96,537	Step 8	98,952	2.5%

Corporal Step	Salary	Sergeant Step	Salary	% Increase
Step 1	88,120	Step 1	98,204	11.4%
Step 2	89,592	Step 1	98,204	9.6%
Step 3	91,088	Step 1	98,204	7.8%
Step 4	92,609	Step 1	98,204	6.0%
Step 5	94,156	Step 1	98,204	4.3%
Step 6	95,728	Step 1	98,204	2.6%
Step 7	97,327	Step 2	100,953	3.7%
Step 8	98,952	Step 2	100,953	2.0%
Step 9	100,604	Step 3	103,780	3.2%
Step 10	102,285	Step 3	103,780	1.5%

LT Step	Salary	Captain Step	Salary	% Increase
Step 1	114,430	Step 1	126,996	11.0%
Step 2	117,234	Step 1	126,996	8.3%
Step 3	120,106	Step 1	126,996	5.7%
Step 4	123,049	Step 1	126,996	3.2%
Step 5	126,063	Step 2	130,361	3.4%
Step 6	129,152	Step 3	133,816	3.6%

*Certified Police Officers may be provided a \$3,000 OR \$5,000 sign-on incentive dependent upon experience, and/or may be eligible for a higher step placement upon hire per our Lateral Entry Program

**Police Cadets will attend academy and transition to Step 1 Police Officer upon graduation

***When promoting to a Corporal, Sergeant, or Captain, reference the applicable overlap chart to identify promotional step

****When skipping a rank in a promotion, team member will go to the first step of the new rank