

2020 Police Hybrid Step Program

Police Officer I	Entry	Step 1	Step 2	Step 3															
	\$46,560	\$47,957	\$49,396	\$50,877															
	\$22.38	\$23.06	\$23.75	\$24.46															
		3.00%	3.00%	3.00%															
Police Officer II				Entry	Step 1	Step 2	Step 3												
				\$53,167	\$54,762	\$56,405	\$58,097												
				\$25.56	\$26.33	\$27.12	\$27.93												
				4.50%	3.00%	3.00%	3.00%												
Senior Police Officer								Entry	Step 1	Step 2	Step 3								
								\$60,711	\$62,533	\$64,409	\$66,341								
								\$29.19	\$30.06	\$30.97	\$31.89								
								4.50%	3.00%	3.00%	3.00%								
Master Police Officer												Entry	Step 1	Step 2	Step 3				
												\$68,331	\$70,381	\$72,492	\$74,667				
												\$32.85	\$33.84	\$34.85	\$35.90				
												3.00%	3.00%	3.00%	3.00%				
Sergeant	Entry	Step 1	Step 2	Step 3															
	\$75,414	\$77,676	\$80,007	\$82,407															
	\$36.26	\$37.34	\$38.46	\$39.62															
	1.00%	3.00%	3.00%	3.00%															
Master Sergeant					Entry	Step 1	Step 2												
					\$84,055	\$86,576	\$89,174												
					\$40.41	\$41.62	\$42.87												
					2.00%	3.00%	3.00%												
Lieutenant	Entry	Step 1	Step 2	Step 3															
	\$90,066	\$92,767	\$95,551	\$98,417															
	\$43.30	\$44.60	\$45.94	\$47.32															
	2.00%	3.00%	3.00%	3.00%															
1st Lieutenant					Entry	Step 1	Step 2												
					\$100,385	\$102,393	\$104,441												
					\$48.26	\$49.23	\$50.21												
					2.00%	2.00%	2.00%												
Captain	Entry	Step 1	Step 2	Step 3															
	\$106,530	\$109,726	\$113,017	\$116,408															
	\$51.22	\$52.75	\$54.34	\$55.97															
	2.00%	3.00%	3.00%	3.00%															

Step and career ladder plan is subject to funding availability.

Steps will shift when a Market increase is budgeted and approved by the City Council.

Officers will move through the range based on their anniversary date in the current position.

Hard floor and hard ceiling.