

## 2025 Police Department Pay Plan

### Annual Rates

Position	Step 1	Step 2	Step 3	Step 4
Police Officer/Recruit	\$76,076.00			
Police Officer	\$89,661.00	\$96,725.20	\$104,115.44	\$111,179.64
Police Sergeant	\$115,418.16	\$138,567.00		
Community Service Officer	\$64,121.20	\$67,816.32	\$71,728.80	\$77,054.12
Community Service Officer Corporal	\$78,249.60	\$82,922.84	\$88,465.52	\$94,660.28
Communications Specialist	\$67,490.28	\$72,815.60	\$78,358.28	\$83,900.96
Lead Communications Specialist	\$84,661.72	\$87,161.36	\$89,769.68	\$91,834.60
Communications Specialist Supervisor	\$94,551.60	\$98,464.08	\$102,267.88	\$106,071.68
Records Specialist, Senior	\$66,838.20	\$69,011.80	\$71,076.72	\$73,250.32
Police Records Specialist	\$53,253.20	\$56,513.60	\$60,426.08	\$65,208.00

#### Step Key: Performance (Meets Expectations) and Months of Service

Step 1	0 to 12 Months
Step 2	13 to 24 Months
Step 3	25 to 36 Months
Step 4	37 to 48 Months

### Hourly Rates

Position	Step 1	Step 2	Step 3	Step 4
Recruit (Trainee)	\$36.5750			
Police Officer	\$43.1063	\$46.5025	\$50.0555	\$53.4518
Police Sergeant	\$55.4895	\$66.6188		
Community Service Officer	\$30.8275	\$32.6040	\$34.4850	\$37.0453
Community Service Officer Corporal	\$37.6200	\$39.8668	\$42.5315	\$45.5098
Communications Specialist	\$32.4473	\$35.0075	\$37.6723	\$40.3370
Lead Communications Specialist	\$40.7028	\$41.9045	\$43.1585	\$44.1513
Communications Specialist Supervisor	\$45.4575	\$47.3385	\$49.1673	\$50.9960
Records Specialist, Senior	\$32.1338	\$33.1788	\$34.1715	\$35.2165
Police Records Specialist	\$25.6025	\$27.1700	\$29.0510	\$31.3500

#### Lateral Police Officers:

*With 2 to 3 years of experience start at Step 1*

*With 3 to 5 years of experience start at Step 2*

*With 5+ years of experience start at Step 3*

#### Lateral Communications Specialists:

*With 3 to 5 years of 911/Dispatcher experience within the last 12 month will start at Step 2*

*With 5+ years of 911/Dispatcher experience within the last 12 month will start at Step 3*

*Laterals also need to have the following experience:*

*Must have operated an integrated CAD, radio, and phone system with multiple screens*

*Must be a call taker and dispatcher for police, fire, and EMS*

*Must be EMD certified*