

2024 Police Department Pay Plan

Annual Rates

Position	Step 1	Step 2	Step 3	Step 4
Police Officer/Recruit	\$72,800			
Police Officer	\$85,800	\$92,560	\$99,632	\$106,392
Police Sergeant	\$110,448	\$132,600		
Community Service Officer	\$61,360	\$64,896	\$68,640	\$73,736
Community Service Officer Corporal	\$74,880	\$79,352	\$84,656	\$90,584
Communications Specialist	\$64,584	\$69,680	\$74,984	\$80,288
Lead Communications Specialist	\$81,016	\$83,408	\$85,904	\$87,880
Communications Specialist Supervisor	\$90,480	\$94,224	\$97,864	\$101,504
Records Specialist, Senior	\$63,960	\$66,040	\$68,016	\$70,096
Police Records Specialist	\$50,960	\$54,080	\$57,824	\$62,400

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)	35.0000			
Police Officer	41.2500	44.5000	47.9000	51.1500
Police Sergeant	53.1000	63.7500		
Community Service Officer	29.5000	31.2000	33.0000	35.4500
Community Service Officer Corporal	36.0000	38.1500	40.7000	43.5500
Communications Specialist	31.0500	33.5000	36.0500	38.6000
Lead Communications Specialist	38.9500	40.1000	41.3000	42.2500
Communications Specialist Supervisor	43.5000	45.3000	47.0500	48.8000
Records Specialist, Senior	30.7500	31.7500	32.7000	33.7000
Police Records Specialist	24.5000	26.0000	27.8000	30.0000

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