

| PROPOSED POLICE STRUCTURE | | | | | | | | | | | | | | | | | | | | | | | | | | | Range Spread |
|-----------------------------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|
| | Recruit/Trainee | 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 | Step 16 | Step 17 | Step 18 | Step 19 | Step 20 | Step 21 | Step 22 | Step 23 | Step 24 | Step 25 | |
| Asst Police Chief | | | | | | | | | | | | | | | | | | | | | | | \$173,765 | \$178,978 | \$184,347 | \$189,877 | 9% |
| % of Entry and Top Step to Market | | | | | | | | | | | | | | | | | | | | | | | 125% | 3% | 3% | 3% | |
| | | | | | | | | | | | | | | | | | | | | | | | | NA | 103% | 107% | |
| Police Captain | | | | | | | | | | | | | | | | | | | \$151,447 | \$155,990 | \$160,670 | \$165,490 | | | | | 9% |
| | | | | | | | | | | | | | | | | | | | | 3% | 3% | 3% | | | | | |
| % of Entry and Top Step to Market | | | | | | | | | | | | | | | | | | | 119% | NA | 102% | 105% | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Police Lieutenant | | | | | | | | | | | | | | | \$131,995 | \$135,955 | \$140,034 | \$144,235 | | | | | | | | | 9% |
| | | | | | | | | | | | | | | | 8.2% | 3% | 3% | 3% | | | | | | | | | |
| % of Entry and Top Step to Market | | | | | | | | | | | | | | | 113% | NA | NA | 101% | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Police Sergeant | | | | | | | | | | | \$111,610 | \$114,958 | \$118,407 | \$121,959 | | | | | | | | | | | | | 9% |
| | | | | | | | | | | | | 3% | 3% | 3% | | | | | | | | | | | | | |
| % of Entry and Top Step to Market | | | | | | | | | | | 110% | NA | NA | 101% | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Police Detective | | | | | | | \$89,340 | \$93,807 | \$99,435 | \$106,295 | | | | | | | | | | | | | | | | | 19% |
| | | | | | | | | 5% | 6% | 7% | | | | | | | | | | | | | | | | | |
| % of Entry and Top Step to Market | | | | | | | 125% | NA | NA | 106% | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Police Officer | \$66,500 | \$70,000 | \$73,500 | \$77,175 | \$81,034 | \$85,086 | \$89,340 | \$93,807 | \$98,497 | | | | | | | | | | | | | | | | | | 41% |
| | | | 5% | 5% | 5% | 5% | 5% | 5% | 5% | | | | | | | | | | | | | | | | | | |
| % of Entry and Top Step to Market | | 99% | NA | NA | NA | NA | NA | NA | 99% | | | | | | | | | | | | | | | | | | |

2025 COF PD Rates

\$63,357

\$67,101

\$70,949

\$74,755

\$78,582

\$82,368

\$86,133

\$89,939

\$93,746

\$98,966

\$103,771

\$108,534

\$113,298

\$115,419

\$120,973

\$126,589

\$132,205

\$124,634

\$130,686

\$136,698

\$142,750

\$136,781

\$143,728

\$150,675

\$157,602

\$88,941

\$93,038

\$97,136

\$101,234

PD Proposal

78000

80730

83556

86480

89507

92640

95882

100197

105206

| | | | | | | | | | | | | | | | | | | |
|-------------------|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----|
| Police Chief | | \$156,310 | \$175,423 | \$180,092 | \$184,914 | \$189,661 | \$195,955 | \$200,643 | \$194,348 | \$206,994 | \$209,370 | \$211,230 | \$212,087 | \$212,966 | \$213,864 | \$214,312 | \$220,733 | 41% |
| Asst Chief | | \$138,552 | \$149,982 | \$155,127 | \$158,894 | \$161,964 | \$164,733 | \$167,570 | \$162,586 | \$171,547 | \$173,358 | \$174,679 | \$177,562 | \$177,990 | \$178,426 | \$178,875 | \$178,131 | 29% |
| Police Captain | | \$127,729 | \$139,688 | \$143,035 | \$146,315 | \$148,923 | \$151,188 | \$153,523 | \$147,375 | \$155,760 | \$156,561 | \$156,981 | \$156,981 | \$156,981 | \$156,981 | \$156,981 | \$157,502 | 23% |
| Police Lieutenant | | \$116,531 | \$122,732 | \$124,900 | \$127,724 | \$129,502 | \$131,914 | \$133,643 | \$132,314 | \$135,917 | \$136,421 | \$137,347 | \$137,584 | \$137,826 | \$138,075 | \$138,330 | \$142,887 | 23% |
| Police Sergeant | | \$101,745 | \$107,403 | \$110,004 | \$112,787 | \$115,078 | \$116,867 | \$118,325 | \$116,087 | \$119,884 | \$120,381 | \$121,110 | \$121,242 | \$121,379 | \$121,519 | \$121,662 | \$121,087 | 19% |
| Police Detective | | \$71,738 | \$76,894 | \$80,381 | \$83,534 | \$86,430 | \$89,525 | \$91,747 | \$90,649 | \$95,597 | \$99,132 | \$100,571 | \$100,754 | \$100,940 | \$101,127 | \$101,320 | \$100,467 | 40% |
| Police Officer | | \$70,534 | \$76,392 | \$80,647 | \$83,955 | \$87,007 | \$90,258 | \$92,598 | \$90,860 | \$96,643 | \$98,376 | \$99,764 | \$99,957 | \$100,154 | \$100,351 | \$100,555 | \$99,837 | 42% |

| | Min of Annual Salary | Max of Annual Salary | Average of Annual Salary |
|-------------------|----------------------|----------------------|--------------------------|
| Asst Police Chief | \$157,601.60 | \$157,601.60 | \$157,601.60 |
| Police Captain | \$142,750.40 | \$142,750.40 | \$142,750.40 |
| Police Detective | \$97,136.00 | \$101,233.60 | \$99,939.62 |
| Police Lieutenant | \$120,972.80 | \$132,204.80 | \$127,992.80 |
| Police Officer | \$63,356.80 | \$93,745.60 | \$80,212.69 |
| Police Sergeant | \$94,182.40 | \$113,297.60 | \$105,343.33 |
| (blank) | \$195,665.60 | \$195,665.60 | \$195,665.60 |
| Grand Total | \$63,357 | \$195,666 | \$89,232 |