

Proposed 2019 LPOA Pay Plan - 51% Compa Ratio

Current Officer Steps 1-17

Anniversary			1		2		3		4		5		6		7		8
Grade 301	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
Annual Rate	44,813	45,933	47,081	48,259	49,465	50,702	51,969	53,269	54,601	55,966	57,365	58,799	60,269	61,776	63,320	64,903	66,526
Hourly Rate	21.5445	22.0832	22.6353	23.2012	23.7813	24.3759	24.9853	25.6100	26.2503	26.9066	27.5793	28.2688	28.9756	29.7000	30.4425	31.2036	31.9837
Step Differential		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%

Proposed Officer Steps 1-19

Anniversary			1		2		3		4		5		6		7		8		9
Grade 301	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
Annual Rate	44,813	46,157	47,542	48,968	50,437	51,950	53,509	55,114	56,767	57,903	59,061	60,242	61,447	62,676	63,929	64,888	65,861	66,849	67,852
Hourly Rate	21.5445	22.1908	22.8565	23.5422	24.2485	24.9760	25.7253	26.4971	27.2920	27.8378	28.3946	28.9625	29.5417	30.1325	30.7352	31.1962	31.6641	32.1391	32.6212
Step Differential		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.50%	1.50%	1.50%	1.50%

Current Officer Steps 18-23

Anniversary		9		10		11
Grade 301	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23
Annual Rate	68,189	69,894	71,641	73,433	75,269	77,150
Hourly Rate	32.7833	33.6029	34.4430	35.3041	36.1868	37.0915
Step Differential		2.50%	2.50%	2.50%	2.50%	2.50%

Proposed Master Police Officer Steps 1-11

Anniversary			1		2		3		4		5
New Grade 301A	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Annual Rate	62,273	64,141	66,065	68,047	69,408	70,796	72,212	73,656	75,129	76,256	77,400
Hourly Rate	29.9387	30.8369	31.7620	32.7149	33.3692	34.0366	34.7173	35.4116	36.1198	36.6616	37.2115
Step Differential		3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.50%	1.50%

Current Detective Steps 1-17

Anniversary			1		2		3		4		5		6		7		8
Grade 302	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
Annual Rate	54,181	55,535	56,924	58,347	59,806	61,301	62,833	64,405	66,015	67,665	69,357	71,091	72,868	74,690	76,558	78,472	80,433
Hourly Rate	26.0484	26.6997	27.3672	28.0514	28.7527	29.4716	30.2084	30.9637	31.7378	32.5313	33.3446	34.1783	35.0328	35.9087	36.8065	37.7267	38.6699
Step Differential		2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%

Proposed Detective Steps 1-17

Anniversary			1		2		3		4		5		6		7		8
Grade 302	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
Annual Rate	56,357	58,047	59,789	61,582	63,430	65,333	67,293	68,639	70,011	71,412	72,840	74,297	75,783	76,919	78,073	79,244	80,433
Hourly Rate	27.0946	27.9074	28.7446	29.6069	30.4951	31.4100	32.3523	32.9993	33.6593	34.3325	35.0192	35.7196	36.4340	36.9805	37.5352	38.0982	38.6697
Step Differential		3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	1.50%	1.50%	1.50%	1.50%