



SPOA Represented Salary Schedule 2024-25							
Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Sr. Officer Pay*
Police Officer	\$6,138	\$6,445	\$6,767	\$7,105	\$7,461	\$7,834	\$7,990
	35.41	37.18	39.04	40.99	43.04	45.19	46.10
	\$73,654	\$77,336	\$81,203	\$85,263	\$89,527	\$94,003	95,883
Community Services Officer	\$5,488	\$5,762	\$6,050	\$6,353	\$6,670	\$7,004	\$7,144
	31.66	33.24	34.90	36.65	38.48	40.41	41.21
	\$65,851	\$69,143	\$72,601	\$76,231	\$80,042	\$84,044	85,725

*Given after 10yrs with City or 15 yrs. as Police Officer

ARTICLE 18 – SALARIES

Section 1.

Effective and retroactive to July 1, 2020, the wage scale will be as set forth in Appendix A, reflecting an increase across the board (by applying the percentage increase to the first step and maintaining 5% between steps), by 2.0%.

Effective July 1, 2021, the wage scale will be as set forth in Appendix A, reflecting an increase across the board (by applying the percentage increase to the first step and maintaining 5% between steps), by a percentage equal to the CPI-W, West Index, for the 12 months ending December 31, 2020 with a minimum of 0% and maximum of 3%.