



**CITY OF GREENVILLE
POLICE**

**2020 Pay Plan
Effective: 1-1-20**

Exempt	Grade Rank		Range Min		Control Point		Top of Range	
	P8	Deputy Chief	\$84,600		\$110,000		\$135,400	
	P7	Captain	\$74,470	Subject to City Merit Guidelines		\$93,090	Subject to City Merit Guidelines	
	P6	Lieutenant	\$66,790		\$81,050		\$100,190	

Non-Exempt	Grade Rank		Range Min		Control Point												Top of Range	
			1	2	3	4	5	6	7	8	9	10	11	12				
P5	Sergeant	Annual	\$ 57,487.56	\$ 59,790.64	\$ 61,579.44	\$ 63,435.32	\$ 65,335.92	\$ 67,303.60	\$ 69,316.00	\$ 70,702.32	\$ 72,111.00	\$ 73,564.40	Subject to City Merit Guidelines		\$ 79,042.60			
		Hourly	\$ 25.71	\$ 26.74	\$ 27.54	\$ 28.37	\$ 29.22	\$ 30.10	\$ 31.00	\$ 31.62	\$ 32.25	\$ 32.90			\$ 35.35			
P4	MPO	Annual	\$ 51,539.80	\$ 53,350.96	\$ 54,960.88	\$ 56,615.52	\$ 58,314.88	\$ 60,058.96	\$ 61,266.40	\$ 62,496.20	\$ 63,748.36	\$ 65,022.88	\$ 66,319.76	Subject to City Merit Guidelines	\$ 73,609.12			
		Hourly	\$ 23.05	\$ 23.86	\$ 24.58	\$ 25.32	\$ 26.08	\$ 26.86	\$ 27.40	\$ 27.95	\$ 28.51	\$ 29.08	\$ 29.66		\$ 32.92			
P3	POIII/Corporal	Annual	\$ 49,080.20	\$ 51,047.88	\$ 53,082.64	\$ 55,072.68	\$ 57,129.80	\$ 58,985.68	\$ 60,752.12	\$ 61,959.56	\$ 63,189.36	\$ 64,463.88	\$ 65,760.76	\$ 67,080.00	\$ 69,561.96			
		Hourly	\$ 21.95	\$ 22.83	\$ 23.74	\$ 24.63	\$ 25.55	\$ 26.38	\$ 27.17	\$ 27.71	\$ 28.26	\$ 28.83	\$ 29.41	\$ 30.00	\$ 31.11			
P2	POII	Annual	\$ 44,608.20	\$ 46,397.00	\$ 48,252.88	\$ 50,064.04	\$ 51,942.28	\$ 53,619.28	\$ 55,229.20	\$ 56,324.84	\$ 57,442.84	\$ 58,583.20						
		Hourly	\$ 19.95	\$ 20.75	\$ 21.58	\$ 22.39	\$ 23.23	\$ 23.98	\$ 24.70	\$ 25.19	\$ 25.69	\$ 26.20						
P1	POI	Annual	\$ 42,484.00	\$ 44,183.36	\$ 45,949.80	\$ 47,671.52	\$ 49,460.32	\$ 51,070.24	\$ 52,613.08									
		Hourly	\$ 19.00	\$ 19.76	\$ 20.55	\$ 21.32	\$ 22.12	\$ 22.84	\$ 23.53									

Pay Plan Rules:

- 1 **Educational, police service and veteran incentives will be reflected in the new pay structure as follows:**
 - ~ New-hire educational incentives [aggregate cannot exceed two Steps]
 - ~ Associate degree/qualified veteran*/qualified prior (non-lateral) policing experience - add one Step
 - ~ Bachelor/Masters - add two Steps
 - ~ Existing employee educational incentive:
 - ~ Non-exempt employees in steps 1-11: Associate degree - add one Step; Bachelors degree - add one Step if Associate degree already paid/add two Steps if no prior paid Associate degree
 - ~ Exempt employees OR non-exempt employees in step 12: Lump sum incentive** of 5% Associate degree; 5% Bachelor's degree w/prior compensation for Associate degree; 10% Bachelor's degree only, 5% Master's degree
 - ~ Language incentive: Add one Step upon certification. For new hires, add one Step after certification and completion of field training program
 - ~ Lateral Police Officer: Grade and pay step placement based upon experience and formal training
 - ~ Approved educational (degree-seeking) tuition reimbursement: Up to \$5,000 per fiscal year
 - * Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces
 - ** Lump sum is calculated upon the previous 12-months gross earnings, including overtime earnings where applicable
- 2 **Advancement within non-exempt ranks and promotion to Sergeant as follows:**
 - ~ Advancement to P2: minimum increase to the step that is at or above 2% increase from current rate
 - ~ Advancement to P3: minimum increase to the step that is at or above 2.5% increase from current rate
 - ~ Promotion to P5: minimum increase to the step that is at or above 5% increase from current rate
- 3 **Employees in P1-P2 at highest step are frozen in step until advancement to next rank. Employees in P3-P8 at top of ranges are only eligible for lump-sum merit payments.**
- 4 **Employees frozen in Step if City does not fund City-level merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate.**

Additional Position Titles by Rank & Grade:

P3	Police Officer III: Criminal Intelligence Officer
P1	Police Officer I: Animal Control Officer