



**CITY OF GREENVILLE
POLICE**

**FY 18
Pay Plan**

| Exempt | Grade | Rank | Range Min | Control Point | | Top of Range |
|--------|------------|-------|-------------|---------------|----------------------------------|--------------|
| | P8 | Major | | \$82,284.80 | Subject to City Merit Guidelines | \$102,856.00 |
| P7 | Captain | | \$71,552.00 | \$89,440.00 | | \$107,328.00 |
| P6 | Lieutenant | | \$62,212.80 | \$77,250.69 | | \$93,319.20 |

| 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 | \$ 50,574.07 | \$ 52,596.98 | \$ 54,700.83 | \$ 56,888.75 | \$ 59,022.12 | \$ 61,087.96 | \$ 63,226.03 | \$ 64,490.48 | \$ 65,780.43 | \$ 67,095.87 | \$ 68,437.92 | \$ 69,806.57 | Subject to City Merit Guidelines | \$ 79,032.34 |
| | | Hourly | \$ 22.6181 | \$ 23.5228 | \$ 24.4637 | \$ 25.4422 | \$ 26.3963 | \$ 27.3202 | \$ 28.2764 | \$ 28.8419 | \$ 29.4188 | \$ 30.0071 | \$ 30.6073 | \$ 31.2194 | \$ 35.3454 | | |
| P4 | MPO | Annual | \$ 47,090.16 | \$ 48,973.99 | \$ 50,932.72 | \$ 52,970.16 | \$ 54,956.40 | \$ 56,880.03 | \$ 58,870.74 | \$ 60,048.22 | \$ 61,249.18 | \$ 62,474.06 | \$ 63,723.54 | \$ 64,998.06 | \$ 73,588.34 | | |
| | | Hourly | \$ 21.0600 | \$ 21.9025 | \$ 22.7785 | \$ 23.6897 | \$ 24.5780 | \$ 25.4383 | \$ 26.3286 | \$ 26.8552 | \$ 27.3923 | \$ 27.9401 | \$ 28.4989 | \$ 29.0689 | \$ 32.9107 | | |
| P3 | Corporal/POIII | Annual | \$ 44,505.12 | \$ 46,285.20 | \$ 48,136.83 | \$ 50,062.25 | \$ 51,939.59 | \$ 53,757.46 | \$ 55,638.83 | \$ 56,751.69 | \$ 57,886.68 | \$ 59,044.48 | \$ 60,225.31 | \$ 61,429.72 | \$ 69,548.48 | | |
| | | Hourly | \$ 19.9039 | \$ 20.7000 | \$ 21.5281 | \$ 22.3892 | \$ 23.2288 | \$ 24.0418 | \$ 24.8832 | \$ 25.3809 | \$ 25.8885 | \$ 26.4063 | \$ 26.9344 | \$ 27.4730 | \$ 31.1040 | | |
| P2 | POII | Annual | \$ 42,227.75 | \$ 43,916.82 | \$ 45,673.43 | \$ 47,500.46 | \$ 49,281.66 | \$ 51,006.51 | \$ 52,791.73 | \$ 53,847.57 | \$ 54,924.65 | \$ 56,022.98 | | | | | |
| | | Hourly | \$ 18.8854 | \$ 19.6408 | \$ 20.4264 | \$ 21.2435 | \$ 22.0401 | \$ 22.8115 | \$ 23.6099 | \$ 24.0821 | \$ 24.5638 | \$ 25.0550 | | | | | |
| P1 | POI | Annual | \$ 38,839.76 | \$ 40,393.34 | \$ 42,009.07 | \$ 43,689.65 | \$ 45,327.96 | \$ 46,914.41 | \$ 48,556.30 | \$ 49,537.46 | \$ 50,517.94 | | | | | | |
| | | Hourly | \$ 17.3702 | \$ 18.0650 | \$ 18.7876 | \$ 19.5392 | \$ 20.2719 | \$ 20.9814 | \$ 21.7157 | \$ 22.1545 | \$ 22.5930 | | | | | | |

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 degree incentive:
 - ~ Employees in steps 1-11: Associate only-move one step. Bachelor w/prior compensated Associate- move one additional step. Bachelor only- move two steps.
 - ~ P3-P8 employees in Step 12, merit range or at top of range receive lump sum incentive**: 5% Associate Degree, 5% Bachelors w/prior Associate Degree, 10% Bachelors Degree only, 5% Masters 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 degree, experience and formal training
 - ~ Approved educational institutional 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.
 - ** Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable
- 2 **Pay Plan accelerates employee compensation to GPD Control Point [Market Rate] and then slows compensation growth:**
 - ~ Non-Exempt Steps 1-4 increase at 4% annually, Step 5 at 3.75%, Steps 6-7 at 3.5%, Step 8-12 at 2%
 - ~ Exempt ranks are subject to City of Greenville merit increase rules; non-exempt subject to merit rules after Step 12
- 3 **Minimum promotional increase within Non-Exempt ranks/grades is to the step that is at or above 2% increase from current rate**
- 4 **Employees at top of ranges are only eligible for lump sum increases**
- 5 **Employee 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**