	Title		Step 1	Step 2	Step 3	Step 4	Step 5
			Non-certified base				
CSP1-P	Police Officer non-certified	Annually	48,189.12				
		Monthly	4,015.76				
		Biweekly	1,853.43				
		Hourly	23.17				
			Certified base	2 years from date of hire	3 years from date of hire	4 years from date of hire	5 years from date of hire
CSP1	Police Officer certified	Annually	50,843.40	53,606.76	56,588.28	59,691.00	62,975.90
		Monthly	4,236.95	4,467.23	4,715.69	4,974.25	5,247.99
		Biweekly	1,955.52	2,061.80	2,176.47	2,295.81	2,422.15
		Hourly	24.44	25.77	27.21	28.70	30.28
				1 year from promotion		3 years from promotion	
CSP2	Police Corporal	Annually	64,551.12	66,090.36		67,665.96	
		Monthly	5,379.26	5,507.53		5,638.83	
		Biweekly	2,482.74	2,541.94		2,602.54	
		Hourly	31.03	31.77		32.53	
				1 year from promotion		3 years from promotion	
CSP3	Police Sergeant	Annually	68,429.52	70,247.52		75,834.98	
		Monthly	5,702.46	5,853.96		6,319.58	
		Biweekly	2,631.90	2,701.83		2,916.73	
		Hourly	32.90	33.77		36.46	
				1 year from promotion		3 years from promotion	
CSP4	Police Lieutenant	Annually	80,173.80	83,143.20		86,173.20	
		Monthly	6,681.15	6,928.60		7,181.10	
		Biweekly	3,083.61	3,197.82		3,314.35	
		Hourly	38.55	39.97		41.43	
				1 year from promotion		3 years from promotion	
CSP5	Police Captain	Annually	89,360.76	92,536.20		95,784.00	
		Monthly	7,446.73	7,711.35		7,982.00	
		Biweekly	3,436.95	3,559.08		3,684.00	
		Hourly	42.96	44.49		46.05	
				1 year from promotion		3 years from promotion	
CSP6	Police Assistant Chief	Annually	99,965.76	102,026.16		104,135.04	
		Monthly	8,330.48	8,502.18		8,677.92	
		Biweekly	3,844.84	3,924.08		4,005.19	
		Hourly	48.06	49.05		50.06	
				4.09		4.17	

Additional Monthly Pay provided as follows -

Intermediate Peace Officer Certificate	50.00
Advanced Peace Officer Certificate	50.00
Master Peace Officer Certificate	50.00
Tactical Assignment Pay	125.00
Maximum Additional Monthly Pay	275.00

employees who are non-certified at hire serve an 18 month probation, then become civil service protected
employees who are certified at hire serve a 12 month probation, then become civil service protected
employees who are non-certified are hired at CSP1-P, police officer non-certified, non-certified base - Step 1
when employees become certified, they move to CSP1, police officer certified, certified base - Step 1
employees move to CSP1, Step 2, two years from date of hire
employees move to CSP1, Step 3, three years from date of hire
employees move to CSP1, Step 4, four years from date of hire
employees move to CSP1, Step 5, five years from date of hire, then no additional steps