



Exempt	Grade	Rank	Range Min	Control Point	Top of Range
	P08	Major	\$88,000	<b>Subject to City Merit Guidelines</b>	\$136,000
	P07	Captain	\$82,600		\$99,200
	P06	Lieutenant	\$73,400		\$86,250

Non-Exempt	Grade	Rank	Range Min															Top of Range
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
			P05	Sergeant	Annual	\$ 67,348.32	\$ 69,025.32	\$ 70,568.16	\$ 71,976.84	\$ 73,407.88	\$ 74,883.64	\$ 76,381.76	\$ 77,522.12	\$ 78,684.84	\$ 79,869.92	\$ 81,077.36	\$ 82,284.80	
		Hourly	\$ 30.12	\$ 30.87	\$ 31.56	\$ 32.19	\$ 32.83	\$ 33.49	\$ 34.16	\$ 34.67	\$ 35.19	\$ 35.72	\$ 36.26	\$ 36.80	\$ 37.17	\$ 37.54	\$ 37.92	
	P03	POIII	Annual	\$ 58,560.84	\$ 60,014.24	\$ 61,355.84	\$ 62,742.16	\$ 63,994.32	\$ 65,268.84	\$ 66,565.72	\$ 67,907.32	\$ 69,271.28	\$ 70,478.72	\$ 71,708.52	\$ 72,960.68	\$ 74,056.32	\$ 75,174.32	\$ 76,292.32
		Hourly	\$ 26.19	\$ 26.84	\$ 27.44	\$ 28.06	\$ 28.62	\$ 29.19	\$ 29.77	\$ 30.37	\$ 30.98	\$ 31.52	\$ 32.07	\$ 32.63	\$ 33.12	\$ 33.62	\$ 34.12	
	P02	POII	Annual	\$ 52,277.68	\$ 54,111.20	\$ 55,743.48	\$ 57,286.32	\$ 58,717.36	\$ 60,036.60	\$ 61,378.20	\$ 62,608.00	\$ 63,860.16	\$ 65,134.68					
		Hourly	\$ 23.38	\$ 24.20	\$ 24.93	\$ 25.62	\$ 26.26	\$ 26.85	\$ 27.45	\$ 28.00	\$ 28.56	\$ 29.13						
	P01	POI	Annual	\$ 47,515.00	\$ 49,415.60	\$ 51,137.32	\$ 52,680.16	\$ 53,731.08	\$ 54,804.36	\$ 55,631.68								
		Hourly	\$ 21.25	\$ 22.10	\$ 22.87	\$ 23.56	\$ 24.03	\$ 24.51	\$ 24.88									
	P00	Recruit	\$ 21.25															
	UNG	Special Duty Officer	\$ 35.00															

**Pay Plan Rules:**

- 1 Incentives will be Tracked as Additional Pay on Top of the Base Step Rate [only applicable to nonexempt ranks]**
  - ~ Education [maximum combined incentive - \$1.50/hr.]:
    - ~ Associate degree - \$1.00/hr.
    - ~ Bachelor's degree and above - \$1.50/hr.
  - ~ Prior Military Experience\* - \$1.00/hr.
  - ~ Language - \$0.75/hr.
  - ~ Special Teams Stipend [to receive higher amount if serving on multiple teams]:
    - ~ SWAT - \$3,120/yr.
    - ~ Bicycle - \$2,080/yr.
    - ~ Crisis Negotiation - \$2,080/yr.
    - ~ Dignitary Protection - \$1,560/yr.
    - ~ Honor Guard - \$1,456/yr.
    - ~ Recruiting - \$1,300/yr.
  - ~ LGBTQ+ Liaison Stipend [may receive in addition to any other special teams stipend] - \$1,508/yr.
- 2 Exempt, command staff in grade P06 are eligible for a one-time lump sum incentive of \$4,000.00 upon completion of a bachelor's degree.**
- 3 Step Placement of Lateral Police Officers at Hire [Must have at least 2 years of prior certified law enforcement experience to be considered a lateral hire]:**
  - ~ Grade placement based upon verification of formal training [credit hours must be recognized by South Carolina Criminal Justice Academy].
  - ~ Must have at least 2 years of experience as a certified police officer to be graded as P02.
  - ~ Must have at least 5 years of experience as a certified police officer to be graded as P03.
  - ~ Step placement within grade based upon qualified prior policing experience as follows:
    - ~ At least 2 but less than 4 years of experience will be hired at step 2 for P01 OR step 1 for P02.
    - ~ At least 4 but less than 6 years of experience will be hired at step 3 for P01 OR step 2 for P02/P03.
    - ~ At least 6 but less than 8 years of experience will be hired at step 4 for P01 OR step 3 for P02/P03.
    - ~ At least 8 but less than 10 years of experience will be hired at step 5 for P01 OR step 4 for P02/P03.
    - ~ At least 10 but less than 12 years of experience will be hired at step 6 for P01 OR step 5 for P02/P03.
    - ~ At least 12 but less than 14 years of experience will be hired at step 7 for P01 OR step 6 for P02/P03.
    - ~ At least 14 years of experience and above will be hired at step 7 for all grades.
- 4 Pay Increases for Advancement within Non-Exempt Grades/Ranks and Promotion to Sergeant as Follows:**
  - ~ Advancement to P02/P03: minimum increase to the step that is at or above 2% increase from current rate.
  - ~ Promotion to P05: minimum increase to the step that is at or above 5% increase from current rate.
- 5 Step Advancement within Grade/Rank as Follows:**
  - ~ Must receive a performance evaluation of "Meets Expectation" or better to advance steps.
  - ~ All employees frozen in step if the City does not fund merit/pay plan increases in any fiscal year; COLAs result in step value changes at COLA rate.
  - ~ Employees at top of the range are only eligible for lump sum increases.
- 6 Individual step rates may be adjusted periodically based upon market conditions.**
- 7 Approved educational (degree-seeking) tuition reimbursement: Up to \$5,000 per fiscal year (July 1 - June 30).**
- 8 \*Military experience includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.**

**Additional Position Titles by Rank & Grade:**

<b>P03</b> Police Officer III: Criminal Intelligence Officer/Police Corporal
<b>P01</b> Police Officer I: Animal Control Officer