



**CITY OF GREENVILLE
POLICE**

**2021 Pay Plan
Effective: 1-2-21**

Exempt	Grade	Rank	Range Min	Control Point	Top of Range
	P8	Deputy Chief	\$87,100	\$113,300	\$139,400
	P7	Captain	\$76,700	\$95,880	\$115,050
	P6	Lieutenant	\$66,780	\$83,480	\$100,170

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	\$ 59,212.19	\$ 61,579.44	\$ 63,435.32	\$ 65,335.92	\$ 67,303.60	\$ 69,316.00	\$ 71,395.48	\$ 72,826.52	\$ 74,279.92	\$ 75,778.04	Subject to City Merit Guidelines	\$ 81,413.88		
		Hourly	\$ 26.48	\$ 27.54	\$ 28.37	\$ 29.22	\$ 30.10	\$ 31.00	\$ 31.93	\$ 32.57	\$ 33.22	\$ 33.89		\$ 36.41		
P4	MPO	Annual	\$ 53,082.64	\$ 54,960.88	\$ 56,615.52	\$ 58,314.88	\$ 60,058.96	\$ 61,870.12	\$ 63,099.92	\$ 64,374.44	\$ 65,671.32	\$ 66,968.20	\$ 68,309.80	Subject to City Merit Guidelines	\$ 75,822.76	
		Hourly	\$ 23.74	\$ 24.58	\$ 25.32	\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.37	\$ 29.95	\$ 30.55		\$ 33.91	
P3	POIII/Corporal	Annual	\$ 50,555.96	\$ 52,568.36	\$ 54,670.20	\$ 56,727.32	\$ 58,851.52	\$ 60,752.12	\$ 62,585.64	\$ 63,815.44	\$ 65,089.96	\$ 66,386.84	\$ 67,728.44	\$ 69,092.40	Subject to City Merit Guidelines	\$ 71,641.44
		Hourly	\$ 22.61	\$ 23.51	\$ 24.45	\$ 25.37	\$ 26.32	\$ 27.17	\$ 27.99	\$ 28.54	\$ 29.11	\$ 29.69	\$ 30.29	\$ 30.90		\$ 32.04
P2	POII	Annual	\$ 45,949.80	\$ 47,783.32	\$ 49,706.28	\$ 51,562.16	\$ 53,507.48	\$ 55,229.20	\$ 56,883.84	\$ 58,024.20	\$ 59,164.56	\$ 60,349.64				
		Hourly	\$ 20.55	\$ 21.37	\$ 22.23	\$ 23.06	\$ 23.93	\$ 24.70	\$ 25.44	\$ 25.95	\$ 26.46	\$ 26.99				
P1	POI	Annual	\$ 43,758.52	\$ 45,502.60	\$ 47,336.12	\$ 49,102.56	\$ 50,936.08	\$ 52,613.08	\$ 54,200.64							
		Hourly	\$ 19.57	\$ 20.35	\$ 21.17	\$ 21.96	\$ 22.78	\$ 23.53	\$ 24.24							

Pay Plan Rules:

- 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: [aggregate cannot exceed two steps]
 - Associate degree - move one step;
 - Bachelors degree w/prior compensated Associate degree - move one step
 - Bachelors degree w/ou prior compensated Associate degree - move two steps;
 - Master's - 5% lump sum of gross earnings**
 - ~ Exempt employees in P6-P8; non-exempt employees in P5 step 10, P4 step 11, or P3 step 12; OR any employee at top of range receive lump sum incentive based on percentage of gross earnings**: [aggregate cannot exceed 15%]
 - 5% Associate degree; 5% Bachelors degree w/prior compensation for Associate degree; 10% Bachelor's degree w/o prior compensation for Associate degree; 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
- 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
- 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.**
- 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/Police Training Instructor
P1	Police Officer I: Animal Control Officer