

**APPENDIX A**

**City of Florence  
Police Officer Pay Scales  
Effective 07/01/2022  
3.0% COLA**

Base 26.10

**Step Change 4.6%**

<b>NON-PERS</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>
Grade/Step	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
PO - NP - Bas	26.62	27.84	29.12	30.46	31.86	33.33
PO - NP - Bas - AA/AS	27.15	28.40	29.70	31.07	32.50	34.00
PO - NP - Bas - BA/BS	27.68	28.96	30.29	31.68	33.14	34.66
PO - NP - Int	27.42	28.68	30.00	31.38	32.82	34.33
PO - NP - Int - AA/AS	27.95	29.23	30.58	31.99	33.46	35.00
PO - NP - Int - BA/BS	28.48	29.79	31.16	32.59	34.09	35.66
PO - NP - Adv	28.21	29.51	30.87	32.29	33.78	35.33
PO - NP - Adv - AA/AS	28.75	30.07	31.45	32.90	34.41	36.00
PO - NP - Adv - BA/BS	29.28	30.63	32.03	33.51	35.05	36.66

<b>PERS (plus 5.5%)</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>
Grade/Step	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
PO - Bas	28.08	29.37	30.72	32.14	33.62	35.16
PO - Bas - AA/AS	28.64	29.96	31.34	32.78	34.29	35.87
PO - Bas - BA/BS	29.20	30.55	31.95	33.42	34.96	36.57
PO - Int	28.92	30.25	31.65	33.10	34.62	36.22
PO - Int - AA/AS	29.49	30.84	32.26	33.74	35.30	36.92
PO - Int - BA/BS	30.05	31.43	32.87	34.39	35.97	37.62
PO - Adv	29.77	31.14	32.57	34.07	35.63	37.27
PO - Adv - AA/AS	30.33	31.72	33.18	34.71	36.31	37.98
PO - Adv - BA/BS	30.89	32.31	33.80	35.35	36.98	38.68

**COLA Increases Per Contract**

Effective 07/01/2021	2.20%
Effective 07/01/2022	3.00%
Effective 07/01/2023	2%-3%

Effective July 1, 2021, employees shall be paid in accordance with the salary schedules attached hereto and labeled Appendix A, which reflects a two-point two percent (2.2%) increase to base wage.

Effective July 1, 2022 and July 1, 2023, employees' wages shall be increased by the All Cities, CPI-W for February of the applicable year with a minimum of two percent (2%) and a maximum of three percent (3%).

**Incentive Pay**

Intermediate DPSST Certification 3%	Intermediate DPSST + AA/AS 5%
Advanced DPSST Certification 6%	Intermediate DPSST + BA/BS 7%
Associates Degree Incentive Pay 2%	Advanced DPSST + AA/AS 8%
Bachelors Degree Incentive Pay 4%	Advanced DPSST + BA/BS 10%

Bilingual Pay	\$50.00/mo
Field Training Officer 5%	5% of base for actual Field Training time
Jail Coordinator 5%	5% of base for period of assignment as Jail Coordinator
Corrections Certification Pay 2%	2% of base for Corrections Certification
LEDS Representative 2%	2% of base pay while assigned LEDS Rep responsibilities

**City of Florence  
Dispatch Pay Scales  
Effective 07/01/2022  
3.0% COLA**

Base 21.75

**Step Change 4.6%**

<b>NON-PERS</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>
Grade/Step	1	2	3	4	5	6
D - NP - Bas	22.18	23.20	24.27	25.39	26.55	27.78
D - NP - Bas - AA/AS	22.63	23.67	24.76	25.89	27.09	28.33
D - NP - Bas - BA/BS	23.07	24.13	25.24	26.40	27.62	28.89
D - NP - Int	22.85	23.90	25.00	26.15	27.35	28.61
D - NP - Int - AA/AS	23.29	24.36	25.48	26.66	27.88	29.17
D - NP - Int - BA/BS	23.74	24.83	25.97	27.16	28.41	29.72
D - NP - Adv	23.51	24.60	25.73	26.91	28.15	29.44
D - NP - Adv - AA/AS	23.96	25.06	26.21	27.42	28.68	30.00
D - NP - Adv - BA/BS	24.40	25.52	26.70	27.93	29.21	30.55

<b>PERS (plus 5.5%)</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>	<b>Step</b>
Grade/Step	1	2	3	4	5	6
D - Bas	23.40	24.48	25.61	26.78	28.02	29.30
D - Bas - AA/AS	23.87	24.97	26.12	27.32	28.58	29.89
D - Bas - BA/BS	24.34	25.46	26.63	27.85	29.14	30.48
D - Int	24.11	25.21	26.37	27.59	28.86	30.18
D - Int - AA/AS	24.57	25.70	26.89	28.12	29.42	30.77
D - Int - BA/BS	25.04	26.19	27.40	28.66	29.98	31.36
D - Adv	24.81	25.95	27.14	28.39	29.70	31.06
D - Adv - AA/AS	25.28	26.44	27.65	28.93	30.26	31.65
D - Adv - BA/BS	25.74	26.93	28.17	29.46	30.82	32.23

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**City of Florence**  
**Corrections Officer Pay Scales**  
**Effective 07/01/2022**  
**3.0% COLA**

Base      26.10

**Step Change 4.6%**

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