

**APPENDIX A**  
**City of Florence**  
**Police Officer Pay Scales**  
**Effective 07/01/2023**  
**3.0% COLA**

Base        26.88

**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	27.42	28.68	30.00	31.38	32.82	34.33
PO - NP - Bas - AA/AS	27.96	29.25	30.60	32.00	33.48	35.02
PO - NP - Bas - BA/BS	28.51	29.82	31.20	32.63	34.13	35.70
PO - NP - Int	28.24	29.54	30.90	32.32	33.80	35.36
PO - NP - Int - AA/AS	28.79	30.11	31.50	32.94	34.46	36.05
PO - NP - Int - BA/BS	29.33	30.68	32.10	33.57	35.12	36.73
PO - NP - Adv	29.06	30.40	31.80	33.26	34.79	36.39
PO - NP - Adv - AA/AS	29.61	30.97	32.40	33.89	35.44	37.08
PO - NP - Adv - BA/BS	30.16	31.54	33.00	34.51	36.10	37.76

<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	28.92	30.25	31.65	33.10	34.62	36.22
PO - Bas - AA/AS	29.50	30.86	32.28	33.76	35.32	36.94
PO - Bas - BA/BS	30.08	31.46	32.91	34.43	36.01	37.67
PO - Int	29.79	31.16	32.60	34.09	35.66	37.30
PO - Int - AA/AS	30.37	31.77	33.23	34.76	36.36	38.03
PO - Int - BA/BS	30.95	32.37	33.86	35.42	37.05	38.75
PO - Adv	30.66	32.07	33.54	35.09	36.70	38.39
PO - Adv - AA/AS	31.24	32.67	34.18	35.75	37.39	39.11
PO - Adv - BA/BS	31.82	33.28	34.81	36.41	38.09	39.84

**COLA Increases Per Contract**

Effective 07/01/2021	2.20%
Effective 07/01/2022	3.00%
Effective 07/01/2023	3.00%

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 07/01/2023  
3.0% COLA**

Base 22.40

**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>
D - NP - Bas	22.85	23.90	25.00	26.15	27.35	28.61
D - NP - Bas - AA/AS	23.31	24.38	25.50	26.67	27.90	29.18
D - NP - Bas - BA/BS	23.76	24.86	26.00	27.19	28.45	29.75
D - NP - Int	23.53	24.62	25.75	26.93	28.17	29.47
D - NP - Int - AA/AS	23.99	25.09	26.25	27.46	28.72	30.04
D - NP - Int - BA/BS	24.45	25.57	26.75	27.98	29.27	30.61
D - NP - Adv	24.22	25.33	26.50	27.72	28.99	30.33
D - NP - Adv - AA/AS	24.68	25.81	27.00	28.24	29.54	30.90
D - NP - Adv - BA/BS	25.13	26.29	27.50	28.76	30.09	31.47

<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>
D - Bas	24.11	25.21	26.37	27.59	28.86	30.18
D - Bas - AA/AS	24.59	25.72	26.90	28.14	29.43	30.79
D - Bas - BA/BS	25.07	26.22	27.43	28.69	30.01	31.39
D - Int	24.83	25.97	27.16	28.41	29.72	31.09
D - Int - AA/AS	25.31	26.47	27.69	28.97	30.30	31.69
D - Int - BA/BS	25.79	26.98	28.22	29.52	30.88	32.30
D - Adv	25.55	26.73	27.96	29.24	30.59	31.99
D - Adv - AA/AS	26.03	27.23	28.48	29.79	31.16	32.60
D - Adv - BA/BS	26.52	27.74	29.01	30.35	31.74	33.20

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**City of Florence  
Corrections Officer Pay Scales  
Effective 07/01/2023  
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Base 26.88

**Step Change 4.6%**

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