



**CITY OF GREENVILLE  
POLICE**

**FY 18  
Pay Plan**

Exempt	Grade	Rank	Range Min	Control Point		Top of Range
	P8	Major		\$82,284.80	Subject to City Merit Guidelines	\$102,856.00
P7	Captain		\$71,552.00	\$89,440.00		\$107,328.00
P6	Lieutenant		\$62,212.80	\$77,250.69		\$93,319.20

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	\$ 50,574.07	\$ 52,596.98	\$ 54,700.83	\$ 56,888.75	\$ 59,022.12	\$ 61,087.96	\$ 63,226.03	\$ 64,490.48	\$ 65,780.43	\$ 67,095.87	\$ 68,437.92	\$ 69,806.57	Subject to City Merit Guidelines	\$ 79,032.34
		Hourly	\$ 22.6181	\$ 23.5228	\$ 24.4637	\$ 25.4422	\$ 26.3963	\$ 27.3202	\$ 28.2764	\$ 28.8419	\$ 29.4188	\$ 30.0071	\$ 30.6073	\$ 31.2194	\$ 35.3454		
P4	MPO	Annual	\$ 47,090.16	\$ 48,973.99	\$ 50,932.72	\$ 52,970.16	\$ 54,956.40	\$ 56,880.03	\$ 58,870.74	\$ 60,048.22	\$ 61,249.18	\$ 62,474.06	\$ 63,723.54	\$ 64,998.06	\$ 73,588.34		
		Hourly	\$ 21.0600	\$ 21.9025	\$ 22.7785	\$ 23.6897	\$ 24.5780	\$ 25.4383	\$ 26.3286	\$ 26.8552	\$ 27.3923	\$ 27.9401	\$ 28.4989	\$ 29.0689	\$ 32.9107		
P3	Corporal/POIII	Annual	\$ 44,505.12	\$ 46,285.20	\$ 48,136.83	\$ 50,062.25	\$ 51,939.59	\$ 53,757.46	\$ 55,638.83	\$ 56,751.69	\$ 57,886.68	\$ 59,044.48	\$ 60,225.31	\$ 61,429.72	\$ 69,548.48		
		Hourly	\$ 19.9039	\$ 20.7000	\$ 21.5281	\$ 22.3892	\$ 23.2288	\$ 24.0418	\$ 24.8832	\$ 25.3809	\$ 25.8885	\$ 26.4063	\$ 26.9344	\$ 27.4730	\$ 31.1040		
P2	POII	Annual	\$ 42,227.75	\$ 43,916.82	\$ 45,673.43	\$ 47,500.46	\$ 49,281.66	\$ 51,006.51	\$ 52,791.73	\$ 53,847.57	\$ 54,924.65	\$ 56,022.98					
		Hourly	\$ 18.8854	\$ 19.6408	\$ 20.4264	\$ 21.2435	\$ 22.0401	\$ 22.8115	\$ 23.6099	\$ 24.0821	\$ 24.5638	\$ 25.0550					
P1	POI	Annual	\$ 38,839.76	\$ 40,393.34	\$ 42,009.07	\$ 43,689.65	\$ 45,327.96	\$ 46,914.41	\$ 48,556.30	\$ 49,537.46	\$ 50,517.94						
		Hourly	\$ 17.3702	\$ 18.0650	\$ 18.7876	\$ 19.5392	\$ 20.2719	\$ 20.9814	\$ 21.7157	\$ 22.1545	\$ 22.5930						

**Pay Plan Rules:**

1	<p><b>Educational, police service and veteran incentives will be reflected in the new pay structure as follows:</b></p> <ul style="list-style-type: none"> <li>~ New-hire educational incentives [aggregate cannot exceed two steps]               <ul style="list-style-type: none"> <li>~ Associate degree/qualified veteran*/qualified prior (non-lateral) policing experience - add one step</li> <li>~ Bachelor/Masters - add two steps</li> </ul> </li> <li>~ Existing employee educational degree incentive:               <ul style="list-style-type: none"> <li>~ Employees in steps 1-11: Associate only-move one step. Bachelor w/prior compensated Associate- move one additional step. Bachelor only- move two steps.</li> <li>~ P3-P8 employees in Step 12, merit range or at top of range receive lump sum incentive**: 5% Associate Degree, 5% Bachelors w/prior Associate Degree, 10% Bachelors Degree only, 5% Masters Degree</li> </ul> </li> <li>~ Language incentive: Add one step upon certification. For new hires, add one step after certification and completion of field training program</li> <li>~ Lateral Police Officer: Grade and pay step placement based upon degree, experience and formal training</li> <li>~ Approved educational institutional tuition reimbursement: Up to \$5,000 per fiscal year               <ul style="list-style-type: none"> <li>* Qualified veteran includes those who have been honorably discharged from military service and those actively serving in Reserve and Guard forces.</li> <li>** Gross earnings are calculated upon the previous 12-months total earnings, including overtime earnings where applicable</li> </ul> </li> </ul>
2	<p><b>Pay Plan accelerates employee compensation to GPD Control Point [Market Rate] and then slows compensation growth:</b></p> <ul style="list-style-type: none"> <li>~ Non-Exempt Steps 1-4 increase at 4% annually, Step 5 at 3.75%, Steps 6-7 at 3.5%, Step 8-12 at 2%</li> <li>~ Exempt ranks are subject to City of Greenville merit increase rules; non-exempt subject to merit rules after Step 12</li> </ul>
3	<p><b>Minimum promotional increase within Non-Exempt ranks/grades is to the step that is at or above 2% increase from current rate</b></p>
4	<p><b>Employees at top of ranges are only eligible for lump sum increases</b></p>
5	<p><b>Employee 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</b></p>