



**Non-Union Protective Services
Police & Fire Management
Pay Scale - Effective 1/1/2015**

DBM/ Grade	1	2	3	4	5	
C41	\$ 35.51	\$ 37.10	\$ 38.70	\$ 40.33	\$ 41.94	Police Sergeant
	\$ 73,860.80	\$ 77,168.00	\$ 80,496.00	\$ 83,886.40	\$ 87,235.20	
D63	\$ 44.62	\$ 46.65	\$ 48.68	\$ 50.71	\$ 52.74	Deputy Fire Chief Police Lieutenant
	\$ 92,809.60	\$ 97,032.00	\$ 101,254.40	\$ 105,476.80	\$ 109,699.20	
D64/71	\$ 48.83	\$ 51.03	\$ 53.23	\$ 55.43	\$ 57.63	Deputy Police Chief Police Captain
	\$ 101,575.97	\$ 106,146.98	\$ 110,717.98	\$ 115,288.99	\$ 119,860.00	

*Equal dollar amount between steps. 18% overall pay spread
 *Market tied to step 3 (midpoint)
 *40 hour annual rate based on 2080 hours