

APPENDIX A
City of Florence
Police Officer Pay Scales
Effective 07/01/2024
3.0% COLA & 5.0% Market Adjustment

Base 27.42
3.0% COLA 28.2426
5.0% Market 29.65473

Step Change 4.6%

NON-PERS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade/Step						
PO - NP - Bas	29.66	31.02	32.45	33.94	35.51	37.14
PO - NP - Bas - AA/AS	30.25	31.64	33.10	34.62	36.22	37.88
PO - NP - Bas - BA/BS	30.85	32.27	33.75	35.30	36.93	38.62
PO - NP - Int	30.55	31.96	33.43	34.96	36.57	38.25
PO - NP - Int - AA/AS	31.14	32.58	34.07	35.64	37.28	39.00
PO - NP - Int - BA/BS	31.74	33.20	34.72	36.32	37.99	39.74
PO - NP - Adv	31.44	32.89	34.40	35.98	37.64	39.37
PO - NP - Adv - AA/AS	32.03	33.51	35.05	36.66	38.35	40.11
PO - NP - Adv - BA/BS	32.63	34.13	35.70	37.34	39.06	40.85

PERS (plus 5.5%)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade/Step						
PO - Bas	31.29	32.73	34.24	35.81	37.46	39.18
PO - Bas - AA/AS	31.92	33.39	34.92	36.53	38.21	39.97
PO - Bas - BA/BS	32.54	34.04	35.61	37.24	38.96	40.75
PO - Int	32.23	33.71	35.26	36.89	38.58	40.36
PO - Int - AA/AS	32.86	34.37	35.95	37.60	39.33	41.14
PO - Int - BA/BS	33.48	35.02	36.63	38.32	40.08	41.92
PO - Adv	33.17	34.69	36.29	37.96	39.71	41.53
PO - Adv - AA/AS	33.79	35.35	36.98	38.68	40.46	42.32
PO - Adv - BA/BS	34.42	36.00	37.66	39.39	41.20	43.10

Wage Increases Per Contract COLA Market

Effective 07/01/2024	3.00%	5.00%
Effective 07/01/2025	2%-3%	3.00%
Effective 07/01/2026	2%-3%	0%

Effective July 1, 2025 and July 1, 2026, 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%); for 2025 wages will also be increased by a 3.0% Market increase; there is no additional market increase for 2026

Longevity Pay - applied to base pay at the following years or departmental service and amounts

10 years of service	2.0%
15 years of service	3.0%
20 years of service	4.0%

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

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 07/01/2024
3.0% COLA & 5.0% Market Adjustment**

Base 22.85
3.0% COLA 23.5355
5.0% Market 24.712275

Step Change 4.6%

NON-PERS	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade/Step	1	2	3	4	5	6
D - NP - Bas	24.71	25.85	27.04	28.28	29.58	30.94
D - NP - Bas - AA/AS	25.20	26.36	27.58	28.84	30.17	31.56
D - NP - Bas - BA/BS	25.70	26.88	28.12	29.41	30.76	32.18
D - NP - Int	25.45	26.62	27.85	29.13	30.47	31.87
D - NP - Int - AA/AS	25.95	27.14	28.39	29.69	31.06	32.49
D - NP - Int - BA/BS	26.44	27.66	28.93	30.26	31.65	33.11
D - NP - Adv	26.19	27.40	28.66	29.98	31.35	32.80
D - NP - Adv - AA/AS	26.69	27.91	29.20	30.54	31.95	33.42
D - NP - Adv - BA/BS	27.18	28.43	29.74	31.11	32.54	34.03

PERS (plus 5.5%)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Grade/Step	1	2	3	4	5	6
D - Bas	26.07	27.27	28.52	29.83	31.21	32.64
D - Bas - AA/AS	26.59	27.81	29.09	30.43	31.83	33.30
D - Bas - BA/BS	27.11	28.36	29.66	31.03	32.46	33.95
D - Int	26.85	28.09	29.38	30.73	32.14	33.62
D - Int - AA/AS	27.37	28.63	29.95	31.33	32.77	34.27
D - Int - BA/BS	27.89	29.18	30.52	31.92	33.39	34.93
D - Adv	27.63	28.90	30.23	31.62	33.08	34.60
D - Adv - AA/AS	28.15	29.45	30.80	32.22	33.70	35.25
D - Adv - BA/BS	28.68	30.00	31.37	32.82	34.33	35.91

Wage Increases Per Contract	COLA	Market
Effective 07/01/2024	3.00%	5.00%
Effective 07/01/2025	2%-3%	3.00%
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Bilingual Pay	\$50.00/mo
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City of Florence
Corrections Officer Pay Scales
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5.0% Market 29.65473

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