

## APPENDIX A - SALARY SCHEDULE

Agreement between City of Lebanon and the Lebanon Police Association  
Salary ranges for the period July1, 2020 through June 30, 2021

Classification	Step 1 0-6 Mo.	Step 2 7-18 Mo.	Step 3 19-30 Mo.	Step 4 31+ Mos.
<b>Sergeants – Monthly Base Salary (LGPI Grade 9)</b>	<b>5417</b>	<b>5797</b>	<b>6318</b>	<b>6826</b>
<i>Potential Additions to Monthly Base Salary:</i>				
3% Detective	163	174	190	205
3% Intermediate Certification	163	174	190	205
6% Advanced Certification	325	348	379	410
7% Supervisory Certification	379	406	442	478
5% Corrections Certification	271	290	316	341
3% Bi-Lingual Fluency	163	174	190	205
<i>Career Recognition Pay - (Added to base salary)</i>				
1% Career Recognition Beginning at the 61st month of service (5 years)	54	58	63	68
2% Career Recognition Beginning at the 109th month of service (9 years)	108	116	126	137
3% Career Recognition Beginning at the 157th month of service (13 years)	163	174	190	205
4% Career Recognition Beginning at the 205th month of service (17 years)	217	232	253	273
<b>Officers – Monthly Base Salary (LGPI Grade 7)</b>	<b>4514</b>	<b>4831</b>	<b>5265</b>	<b>5688</b>
<i>Potential Additions to Monthly Base Salary:</i>				
3.5% Team Leader		169	184	199
3% Field Training Officer		145	158	171
3% School Resource		145	158	171
3% Detective		145	158	171
3% Motorcycle Officer		145	158	171
3% Intermediate Certification		145	158	171
6% Advanced Certification		290	316	341
7% Supervisory Certification		338	369	398
3% Jail Officer		145	158	171
3% Bi-Lingual Fluency	135	145	158	171
<i>Career Recognition Pay - (Added to base salary)</i>				
1% Career Recognition Beginning at the 61st month of service (5 years)				57
2% Career Recognition Beginning at the 109th month of service (9 years)				114
3% Career Recognition Beginning at the 157th month of service (13 years)				171
4% Career Recognition Beginning at the 205th month of service (17 years)				228

<b>Community Policing Officer - Monthly Base Salary (LGPI Grade 6)</b>	<b>4517</b>	<b>4878</b>	<b>5269</b>	<b>5689</b>
<i>Potential Additions to Monthly Base Salary:</i>				
3% Intermediate Certification		146	158	171
6% Advanced Certification		293	316	341
3% Bi-Lingual Fluency	136	146	158	171
<i>Career Recognition Pay - (Added to base salary)</i>				
1% Career Recognition Beginning at the 61st month of service (5 years)		49	53	57
2% Career Recognition Beginning at the 109th month of service (9 years)		98	105	114
3% Career Recognition Beginning at the 157th month of service (13 years)		146	158	171
4% Career Recognition Beginning at the 205th month of service (17 years)		195	211	228

<b>Records Clerk II, Code Enforcement Office, Communications Specialist - Monthly Base Salary (LGPI Grade 5)</b>	<b>3946</b>	<b>4230</b>	<b>4528</b>	<b>4850</b>
<i>Potential Additions to Monthly Base Salary:</i>				
3% Intermediate Certification		127	136	146
6% Advanced Certification		254	272	291
3% Bi-Lingual Fluency	118	127	136	146
<i>Career Recognition Pay - (Added to base salary)</i>				
1% Career Recognition Beginning at the 61st month of service (5 years)		42	45	49
2% Career Recognition Beginning at the 109th month of service (9 years)		85	91	97
3% Career Recognition Beginning at the 157th month of service (13 years)		127	136	146
4% Career Recognition Beginning at the 205th month of service (17 years)		169	181	194

<b>Records Clerk I - Monthly Base Salary (LGPI Grade 3)</b>	<b>3071</b>	<b>3319</b>	<b>3585</b>	<b>3872</b>
<i>Potential Additions to Monthly Base Salary:</i>				
3% Bi-Lingual Fluency	92	100	108	116
<i>Career Recognition Pay - (Added to base salary)</i>				
1% Career Recognition Beginning at the 97th month of service				39
2% Career Recognition Beginning at the 169th month of service				77
3% Career Recognition Beginning at the 229th month of service				116
4% Career Recognition Beginning at the 205th month of service (17 years)				155

  
 Approved by

7/8/2020  
 Date

Revised 5/8/2020  
 Includes 2.0% COLA