APPENDIX A - SALARY SCHEDULE (HOURLY WAGES)
Agreement between City of Lebanon and the Lebanon Police Association
Salary ranges for the period July 1, 2023 through June 30, 2024

	Salary ranges for the period stuly 1, 2023 through st	Step 1	Step 2	Step 3	Step 4
Classific	cation	0-18 Mo.	•	31-42 Mo.	43+ Mo.
Sergea	nts – Base Salary (Hourly Base Wage) (Grade 9)	38.01	40.67	44.33	47.87
	al Additions to Base Salary	-			
	Detective	1.52	1.63	1.77	1.91
	Intermediate Certification	1.14	1.22	1.33	1.44
	Advanced Certification	2.28	2.44	2.66	2.87
	Supervisory Certification	2.66	2.85	3.10	3.35
	Corrections Certification	1.90	2.03	2.22	2.39
4.00%	Bi-Lingual Fluency	1.52	1.63	1.77	1.91
Career	Recognition Pay - (Added to base salary)	•			
	Career Recognition Beginning at the 61st month of service (5 years)	0.38	0.41	0.44	0.48
2.00%	Career Recognition Beginning at the 109th month of service (9 years)	0.76	0.81	0.89	0.96
3.00%	Career Recognition Beginning at the 157th month of service (13 years)	1.14	1.22	1.33	1.44
4.00%	Career Recognition Beginning at the 205th month of service (17 years)	1.52	1.63	1.77	1.91
Officers	s - Base Salary (Hourly Base Wage) (Grade 7)	31.67	33.90	36.94	39.91
Potentia	al Additions to Base Salary				
4.00%	Team Leader	1.27	1.36	1.48	1.60
4.00%	Field Training Officer	1.27	1.36	1.48	1.60
4.00%	School Resource	1.27	1.36	1.48	1.60
4.00%	Detective	1.27	1.36	1.48	1.60
4.00%	Motorcycle Officer	1.27	1.36	1.48	1.60
3.00%	Intermediate Certification	0.95	1.02	1.11	1.20
6.00%	Advanced Certification	1.90	2.03	2.22	2.39
7.00%	Supervisory Certification	2.22	2.37	2.59	2.79
4.00%	Corrections Certification	1.27	1.36	1.48	1.60
	Jail Officer	1.58	1.69	1.85	2.00
4.00%	Bi-Lingual Fluency	1.27	1.36	1.48	1.60
	Recognition Pay - (Added to base salary)				
1.00%	Career Recognition Beginning at the 61st month of service (5 years)	0.32	0.34	0.37	0.40
2.00%	Career Recognition Beginning at the 109th month of service (9 years)	0.63	0.68	0.74	0.80
3.00%	Career Recognition Beginning at the 157th month of service (13 years)	0.95	1.02	1.11	1.20
4.00%	Career Recognition Beginning at the 205th month of service (17 years)	1.27	1.36	1.48	1.60
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Classifie	action	Step 1	Step 2	Step 3	Step 4
Classific	cation	0-18 Mo.	•	Step 3 31-42 Mo.	43+ Mo.
	cation unity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6)	•	•	•	
Commu		0-18 Mo.	19-30 Mo.	31-42 Mo.	43+ Mo.
Commu Potentia	unity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6)	0-18 Mo.	19-30 Mo.	31-42 Mo.	43+ Mo.
Commu Potentia 3.00%	unity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary	0-18 Mo. 30.18	19-30 Mo. 32.60	31-42 Mo. 35.21	43+ Mo. 38.02
Potentia 3.00% 6.00%	unity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification	0-18 Mo. 30.18	19-30 Mo. 32.60 0.98	31-42 Mo. 35.21	43+ Mo. 38.02
Potentia 3.00% 6.00% 4.00% Career	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary)	0-18 Mo. 30.18 0.91 1.81	19-30 Mo. 32.60 0.98 1.96	31-42 Mo. 35.21 1.06 2.11	43+ Mo. 38.02 1.14 2.28
Potentia 3.00% 6.00% 4.00% Career	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency	0-18 Mo. 30.18 0.91 1.81	19-30 Mo. 32.60 0.98 1.96	31-42 Mo. 35.21 1.06 2.11	43+ Mo. 38.02 1.14 2.28
Potentia 3.00% 6.00% 4.00% Career 1.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60	19-30 Mo. 32.60 0.98 1.96 1.30	31-42 Mo. 35.21 1.06 2.11 1.41	43+ Mo. 38.02 1.14 2.28 1.52
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 2.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 2.00% 3.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years)	0-18 Mo. 30.18 0.91 1.81 1.21	19-30 Mo. 32.60 0.98 1.96 1.30 0.33	31-42 Mo. 35.21 1.06 2.11 1.41 0.35	43+ Mo. 38.02 1.14 2.28 1.52 0.38
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 2.00% 3.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14
Communication Potential 3.00% 6.00% 4.00% Career 1.00% 2.00% 3.00% 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 2.00% 3.00% 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 2.00% 3.00% 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist,	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 3.00% 4.00% Record Commu Potentia 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 3.00% 4.00% Record Commu Potentia 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 3.00% 4.00% Record Commu Potentia 4.00% 4.00% 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42
Commu Potentia 3.00% 6.00% 4.00% Career 1.00% 3.00% 4.00% Record Commu Potentia 4.00% 4.00% 3.00% 3.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 1.30
Commu Potentia 3.00% 6.00% 4.00% 2.00% 3.00% 4.00% Record Commu Potentia 4.00% 4.00% 3.00% 6.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 1.30 0.97
Commu Potentia 3.00% 6.00% 4.00% 2.00% 3.00% 4.00% Record Commu Potentia 4.00% 4.00% 3.00% 6.00% 4.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 1.30 0.97 1.95
Commu Potentia 3.00% 6.00% 4.00% 2.00% 3.00% 4.00% 8 Record Commu Potentia 4.00% 4.00% 3.00% 6.00% 4.00% 4.00% 4.00% 6.00% 4.00% 6.00% 4.00% Career 6.00%	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 1.30 0.97 1.95
Potentia 3.00% 6.00% 4.00% 3.00% 4.00% 8 Potentia 4.00% 4.00% 3.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 6.00% 4.00% 6.00% 4.00% 6.00% 4.00% 6.00% 6.00% 4.00% 6.	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 1.05 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30
Potentia 3.00% 6.00% 4.00% 3.00% 4.00% 8 Potentia 4.00% 4.00% 3.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 6.00% 4.00% 6.00% 4.00% 6.00% 4.00% 6.00% 6.00% 4.00% 6.	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) s Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30
Potentia 3.00% 6.00% 4.00% 2.00% 4.00% 8 8 6.00% 4	Intermediate Certification Advanced Certification Beginning at the 157th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Science Recognition Beginning at the 205th month of service (17 years) Science Recognition Beginning at the 205th month of service (17 years) Science Recognition Beginning at the 205th month of service (17 years) Science Recognition Beginning at the 205th month of service (18 years) Intermediate Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05 0.26 0.53	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65
Commu Potentia 3.00% 6.00% 4.00% 3.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) scient II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97
Commu Potentia 3.00% 6.00% 4.00% 3.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) scient II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97
Commu Potentia 3.00% 6.00% 4.00% 4.00% 4.00% 4.00% 4.00% 4.00% 6.00% 4.00% 4.00% 2.00% 3.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) scient II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97
Commu Potentia 3.00% 6.00% 4.00% 2.00% 3.00% 4.00% 4.00% 4.00% 4.00% 3.00% 6.00% 4.00% 2.00% 3.00% 4.00% 2.00% 3.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Beginning at the 205th month of service (17 years) Scareer Recognition Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 157th month of service (17 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97
Commu Potentia 3.00% 6.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97
Commu Potentia 3.00% 6.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk I - Base Salary (Hourly Base Wage) (Grade 3) al Additions to Base Salary Bi-Lingual Fluency	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21 23.96	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97 1.30
Commu Potentia 3.00% 6.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk I - Base Salary (Hourly Base Wage) (Grade 3) al Additions to Base Salary	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79 1.05	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21 23.96	1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97 1.30
Commu Potentia 3.00% 6.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 109th month of service (9 years) Career Recognition Beginning at the 157th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk I - Base Salary (Hourly Base Wage) (Grade 3) al Additions to Base Salary Bi-Lingual Fluency Recognition Pay - (Added to base salary)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 0.79 1.05 20.52	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21 23.96 0.96	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97 1.30 25.88
Commu Potentia 3.00% 6.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Sclerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) Sclerk I - Base Salary (Hourly Base Wage) (Grade 3) al Additions to Base Salary Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 61st month of service (17 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 1.05 0.79 1.05 20.52 0.82	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13 22.17 0.89	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21 23.96 0.96	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.97 1.30 25.88 1.04
Commu Potentia 3.00% 6.00% 4.00% 3.00% 4	Inity Policing Officer - Base Salary (Hourly Base Wage) (Grade 6) al Additions to Base Salary Intermediate Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk II, Code Enforcement Officer, Communications Specialist, unity Services Officer - Base Salary (Hourly Base Wage) (Grade 5) al Additions to Base Salary Team Leader Field Training Officer Intermediate Certification Advanced Certification Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (9 years) Career Recognition Beginning at the 199th month of service (13 years) Career Recognition Beginning at the 205th month of service (17 years) S Clerk I - Base Salary (Hourly Base Wage) (Grade 3) al Additions to Base Salary Bi-Lingual Fluency Recognition Pay - (Added to base salary) Career Recognition Beginning at the 61st month of service (5 years)	0-18 Mo. 30.18 0.91 1.81 1.21 0.30 0.60 0.91 1.21 26.37 1.05 1.05 0.79 1.58 1.05 0.26 0.53 0.79 1.05 20.52 0.82	19-30 Mo. 32.60 0.98 1.96 1.30 0.33 0.65 0.98 1.30 28.28 1.13 0.85 1.70 1.13 0.28 0.57 0.85 1.13 22.17 0.89 0.22 0.44	31-42 Mo. 35.21 1.06 2.11 1.41 0.35 0.70 1.06 1.41 30.26 1.21 1.21 0.91 1.82 1.21 0.30 0.61 0.91 1.21 23.96 0.96 0.96	43+ Mo. 38.02 1.14 2.28 1.52 0.38 0.76 1.14 1.52 32.42 1.30 0.97 1.95 1.30 0.32 0.65 0.97 1.30 25.88 1.04