

Attachment 1. Police Management Compensation Benefits

Table 1. Police Management Annual Compensation:

Comparison of maximum base pay only (not including Sergeant overtime).

Rank	Annual Compensation	Difference	
Deputy Police Chief	\$ 159,144	14%	DC above Lieutenant
Lieutenant	\$ 139,656	16%	Lieutenant above Sergeant
Sergeant	\$ 120,452		

Table 2. Police Management Total Annual Compensation:

Comparison of maximum base pay and incentives, education pay, and retirement contributions (not including Sergeant overtime).

Rank	Annual Compensation	Difference	
Deputy Police Chief	\$159,936	9.2%	DC above Lieutenant
Lieutenant	\$146,437	1.3%	Lieutenant above Sergeant
Sergeant	\$144,538		

Table 3. Recommendation for Educational Incentive Pay for Police Management

Rank	Education Required	DPSST Certification Required (changes from current requirements are underlined)	Current Educational Incentive	Recommended Educational Incentive (based on degree achieved)
Officer/Corporal	High school or GED	Basic	Up to 10% (based on points table)	No change from current
Sergeant	High school or GED	<u>Intermediate</u> ; Supervisor w/in 2 years	<u>4%</u>	4% (Associate), 6% (<u>Bachelor's</u>) or 8% (<u>Master</u>) <u>degree</u>
Lieutenant	Associate degree	Supervisor and Advanced; Management w/in 1 year	<u>4%</u>	6% (<u>Bachelor's</u>) or 8% (<u>Master's</u>) <u>degree</u>
Deputy Chief	Bachelor's Degree	<u>Supervisor</u> and Executive		8% for <u>Master's Degree only</u>