



# City of Carmel by the Sea

## POLICE OFFICERS ASSOCIATION

City Council Meeting: September 12, 2023 | Reso #2023 - XXX

## SALARY SCHEDULE

Effective July 1, 2023

### POLICE SWORN CLASSIFICATIONS

Effective July 1, 2023		0-12 months		12-120 months	120 months +
Classification	Grade	Pay	Step 1	Step 2	Step 3
Police Officer	P-3	Hourly:	\$62.13	\$65.40	\$67.36
		Monthly:	\$10,769.20	\$11,336.00	\$11,675.73
		Annual:	\$129,230.40	\$136,032.00	\$140,108.80
Police Sergeant	P-5	Hourly:	\$71.46	\$75.22	\$77.48
		Monthly:	\$12,386.40	\$13,038.13	\$13,429.87
		Annual:	\$148,636.80	\$156,457.60	\$161,158.40

### POLICE NON-SWORN CLASSIFICATIONS

3% effective July 1, 2023								Longevity Step
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Community Services Officer	P-1	Hourly:	\$28.96	\$30.41	\$31.93	\$33.53	\$35.21	\$36.27
		Monthly:	\$5,019.73	\$5,271.07	\$5,534.53	\$5,811.87	\$6,103.07	\$6,286.80
		Annual:	\$60,236.80	\$63,252.80	\$66,414.40	\$69,742.40	\$73,236.80	\$75,441.60
Police Services Officer	P-2	Hourly:	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.10
		Monthly:	\$5,413.20	\$5,683.60	\$5,967.87	\$6,266.00	\$6,579.73	\$6,777.33
		Annual:	\$64,958.40	\$68,203.20	\$71,614.40	\$75,192.00	\$78,956.80	\$81,328.00

Notes:

Resolution #2022-082 approved 9/13/22



**City of Carmel by the Sea**  
**POLICE OFFICERS ASSOCIATION**

**SALARY SCHEDULE**  
 Effective July 1, 2024

**POLICE SWORN CLASSIFICATIONS**

Effective July 1, 2024			0-12 months	12-120 months	120 months +
Classification	Grade	Pay	Step 1	Step 2	Step 3
Police Officer	P-3	Hourly:	\$62.13	\$65.40	\$67.36
		Monthly:	\$10,769.20	\$11,336.00	\$11,675.73
		Annual:	\$129,230.40	\$136,032.00	\$140,108.80
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		Annual:	\$148,636.80	\$156,457.60	\$161,158.40

**POLICE NON-SWORN CLASSIFICATIONS**

3% effective July 1, 2024							Longevity Step	
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Community Services Officer	P-1	Hourly:	\$29.83	\$31.32	\$32.89	\$34.53	\$36.26	\$37.35
		Monthly:	\$5,170.53	\$5,428.80	\$5,700.93	\$5,985.20	\$6,285.07	\$6,474.00
		Annual:	\$62,046.40	\$65,145.60	\$68,411.20	\$71,822.40	\$75,420.80	\$77,688.00
Police Services Officer	P-2	Hourly:	\$32.17	\$33.78	\$35.47	\$37.24	\$39.10	\$40.27
		Monthly:	\$5,576.13	\$5,855.20	\$6,148.13	\$6,454.93	\$6,777.33	\$6,980.13
		Annual:	\$66,913.60	\$70,262.40	\$73,777.60	\$77,459.20	\$81,328.00	\$83,761.60

Notes:  
 Resolution #2022-082 approved 9/13/22