

CITY OF CARMEL-BY-THE-SEA
PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS
EFFECTIVE JULY 1, 2022
PENDING APPROVAL: City Council September 13, 2022, Resolution #2022-084

POA SWORN CLASSIFICATIONS

Effective July 1, 2022

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	\$ 11,676.08
		Annual	\$ 129,230.40	\$ 136,032.00	\$ 140,112.96
Police Sergeant	P- 5	Hourly	\$ 71.46	\$ 75.22	\$ 77.48
		Monthly	\$ 12,386.26	\$ 13,038.17	\$ 13,429.31
		Annual	\$ 148,635.10	\$ 156,458.00	\$ 161,151.74

- Step 1: 0-12 months
- Step 2: 12-120 months
- Step 3: More than 120 months

POA NON-SWORN CLASSIFICATIONS

5% effective July 1, 2022		Longevity*						
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Community Services Officer	P-1	Hourly:	\$ 27.90	\$ 29.54	\$ 31.00	\$ 32.54	\$ 34.17	\$ 35.21
		Monthly:	\$ 4,835.74	\$ 5,119.66	\$ 5,372.64	\$ 5,640.18	\$ 5,922.28	\$ 6,103.07
		Annual:	\$ 58,028.88	\$ 61,435.92	\$ 64,471.68	\$ 67,682.16	\$ 71,067.36	\$ 73,236.80
Police Services Officer	P2	Hourly:	\$ 30.32	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.86	\$ 37.96
		Monthly:	\$ 5,256.16	\$ 5,518.24	\$ 5,794.88	\$ 6,084.26	\$ 6,388.20	\$ 6,579.73
		Annual:	\$ 63,073.92	\$ 66,218.88	\$ 69,538.56	\$ 73,011.12	\$ 76,658.40	\$ 78,956.80

**CITY OF CARMEL-BY-THE-SEA
 PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS
 EFFECTIVE JULY 1, 2023
 PENDING APPROVAL: City Council September 13, 2022, Resolution #2022-084**

POA SWORN CLASSIFICATIONS

Effective July 1, 2023

Classification	Pay	Step 1	Step 2	Step 3
Police Officer	Hourly	\$ 62.13	\$ 65.40	\$ 67.36
	Monthly	\$ 10,769.20	\$ 11,336.00	\$ 11,676.08
	Annual	\$ 129,230.40	\$ 136,032.00	\$ 140,112.96
Police Sergeant	Hourly	\$ 71.46	\$ 75.22	\$ 77.48
	Monthly	\$ 12,386.26	\$ 13,038.17	\$ 13,429.31
	Annual	\$ 148,635.10	\$ 156,458.00	\$ 161,151.74

Step 1: 0-12 months

Step 2: 12-120 months

Step 3: More than 120 months

POA NON-SWORN CLASSIFICATIONS

3% effective July 1, 2023									Longevity*
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Community Services Officer	P-1	Hourly:	\$ 28.74	\$ 30.42	\$ 31.93	\$ 33.52	\$ 35.20	\$ 36.27	
		Monthly:	\$ 4,981.08	\$ 5,272.80	\$ 5,534.53	\$ 5,810.13	\$ 6,101.33	\$ 6,286.80	
		Annual:	\$ 59,772.96	\$ 63,273.60	\$ 66,414.40	\$ 69,721.60	\$ 73,216.00	\$ 75,441.60	
Police Services Officer	P2	Hourly:	\$ 31.23	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.96	\$ 39.10	
		Monthly:	\$ 5,413.13	\$ 5,683.60	\$ 5,968.37	\$ 6,266.52	\$ 6,579.73	\$ 6,777.33	
		Annual:	\$ 64,957.57	\$ 68,203.20	\$ 71,620.43	\$ 75,198.24	\$ 78,956.80	\$ 81,328.00	

**CITY OF CARMEL-BY-THE-SEA
 PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS
 EFFECTIVE JULY 1, 2024
 PENDING APPROVAL: City Council September 13, 2022, Resolution #2022-084**

POA SWORN CLASSIFICATIONS

Effective July 1, 2024

TITLE	Pay	Step 1	Step 2	Step 3
Police Officer	Hourly	\$ 62.13	\$ 65.40	\$ 67.36
	Monthly	\$ 10,769.20	\$ 11,336.00	\$ 11,676.08
	Annual	\$ 129,230.40	\$ 136,032.00	\$ 140,112.96
Police Sergeant	Hourly	\$ 71.46	\$ 75.22	\$ 77.48
	Monthly	\$ 12,386.26	\$ 13,038.17	\$ 13,429.31
	Annual	\$ 148,635.10	\$ 156,458.00	\$ 161,151.74

Step 1: 0-12 months
 Step 2: 12-120 months
 Step 3: More than 120 months

POA NON-SWORN CLASSIFICATIONS

3% effective July 1, 2024									Longevity*
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Community Services Officer	P-1	Hourly:	\$ 29.60	\$ 31.33	\$ 32.88	\$ 34.52	\$ 36.25	\$ 37.35	
		Monthly:	\$ 5,131.05	\$ 5,430.53	\$ 5,699.20	\$ 5,983.47	\$ 6,283.33	\$ 6,474.00	
		Annual:	\$ 61,572.58	\$ 65,166.40	\$ 68,390.40	\$ 71,801.60	\$ 75,400.00	\$ 77,688.00	
Police Services Officer	P2	Hourly:	\$ 32.17	\$ 33.77	\$ 35.47	\$ 37.23	\$ 39.10	\$ 40.27	
		Monthly:	\$ 5,575.60	\$ 5,853.47	\$ 6,148.13	\$ 6,453.20	\$ 6,777.33	\$ 6,980.13	
		Annual:	\$ 66,907.15	\$ 70,241.60	\$ 73,777.60	\$ 77,438.40	\$ 81,328.00	\$ 83,761.60	