

LATERAL Police Officer Compensation

At City of Redmond in Washington, the Police Officer base salary range has five steps, which are adjusted for cost of living. Entry and Academy Police Officers start at Step A. Lateral Police Officers start at Step C. Every 12 months employees move to the next higher step until the maximum, Step E. The following reflects 2015 data as the contract is under negotiation.

<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
\$5,753	\$5,979	\$6,207	\$6,440	\$6,664

The following matrix provides candidates with an idea of what the average Lateral Police Officer earns at the City of Redmond, WA. Beyond what's listed, Police Officers are eligible to receive:

- 4% Specialty Assignments (Detectives, Traffic, Pro-Act)
- 3% K-9 Assignments
- 25% of Sick Leave cashed out annually
- 4/10 shifts with rotating weekends every 6-7 weeks, and overtime eligibility
- Working Out of Class
- Tuition reimbursement for job-related continued education
- Comprehensive Medical, Dental, and Vision plan
- Section 125 account (medical spending account) available
- City-provided Life Insurance
- Participation in LEOFF state retirement system
- MEBT (Social Security replacement with City match of 80%)
- GI Bill Certified Agency
- In addition to Patrol, other assignment opportunities available: SWAT, Crisis Negotiation, Rangemaster, FTO, Defensive Tactics, and EVOC



SCENARIO 1: Lateral Candidate with 90 quarter/60 semester credits

	1 yr	2 yr	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	6,207	6,440	6,664	6,664	6,664	6,664	6,664	6,664
In Lieu of Speciality Pay	171	177	183	183	183	183	183	183
Longevity	-	-	-	67	150	200	267	300
Approximate Total Monthly Salary :	6,378	6,617	6,847	6,914	6,997	7,047	7,114	7,147
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>								
Physical Fitness - Distinguished Level	1,862	1,932	1,999	1,999	1,999	1,999	1,999	1,999
Potential Annual Holiday Bank Cashout	4,858	5,040	5,216	5,216	5,216	5,216	5,216	5,216
Approximate Total Annual Salary :	83,252	86,378	89,382	90,182	91,181	91,781	92,581	92,981

SCENARIO 2: Lateral Candidate with Associate's Degree

	1 yr	2 yr	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	6,207	6,440	6,664	6,664	6,664	6,664	6,664	6,664
In Lieu of Speciality Pay	171	177	183	183	183	183	183	183
Longevity	-	-	-	67	150	200	267	300
Associate's Degree	47	48	50	100	100	133	167	167
Approximate Total Monthly Salary :	6,424	6,665	6,897	7,014	7,097	7,180	7,280	7,314
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>								
Physical Fitness - Distinguished Level	1,862	1,932	1,999	1,999	1,999	1,999	1,999	1,999
Potential Annual Holiday Bank Cashout	4,858	5,040	5,216	5,216	5,216	5,216	5,216	5,216
Approximate Total Annual Salary :	83,811	86,957	89,982	91,381	92,381	93,380	94,580	94,980

SCENARIO 3: Lateral Candidate with Bachelor's Degree

	1 yr	2 yr	3-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Lateral Police Officer Base Salary	6,207	6,440	6,664	6,664	6,664	6,664	6,664	6,664
In Lieu of Speciality Pay	171	177	183	183	183	183	183	183
Longevity	-	-	-	67	150	200	267	300
Bachelor's Degree	93	97	200	200	233	300	333	333
Approximate Total Monthly Salary :	6,471	6,714	7,047	7,114	7,230	7,347	7,447	7,480
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are paid as a lump sum once a year.</i>								
Potential Annual Physical Fitness	1,862	1,932	1,999	1,999	1,999	1,999	1,999	1,999
Potential Holiday Bank Annual Cashout	4,858	5,040	5,216	5,216	5,216	5,216	5,216	5,216
Approximate Total Annual Salary :	84,370	87,537	91,781	92,581	93,980	95,380	96,579	96,979

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