

IBPO BENCHMARK CITY STEP PAY COMPARISION CHART

Benchmark Cities	Atlanta	Baltimore	Charlotte	Denver	Kansas City	Miami	St. Louis	Seattle
Patrolman Starting Salary w/H.S. Diploma****	\$39,327	\$42,290	\$36,502	\$48,648	\$37,968	\$45,929	\$37,514	\$64,310
Patrolman Ending Salary w/H.S. Diploma****	\$53,599	\$68,523	\$61,805	*\$72,516	\$64,920	**\$62,004	\$57,387	\$84,209
Step Pay (not COLA, Bonus or Across the Board)	***No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
How many Steps to Top Out Patrolman Pay	N/A	26 ¹	9.8	4	9	7	30 ¹	5
Has the City ever frozen or not funded Step Pay	Yes	No	No	No	No	No	No	No
COLA Raise in addition to Step Pay in last 5 years****	2% w/step 07	2 COLA's of \$3% in addition to steps	2 COLA's of 2% in addition to steps	Averaged 4.1% COLA in addition to steps	None;Steps funded only	3% in 07, 08 and 09 in addition to Steps	None;Steps funded only	Averaged 3% COLA in addition to steps
Career Ladder	No	No	No	Yes	Yes	Yes	Yes	Yes

* Officers receive \$12.00 per month of service each year for Longevity pay after reaching their 5th anniversary date of employment

** Officers receive 2.5% pay raise every 6 months until their 7th year of service; Longevity pay of 2% on anniversary dates of service on their 11th, 13th, 15th, 17th, 19th, 21st, 23rd and 25th year.

*** Steps removed from City Code and replaced with "Annual Increases" for Sergeant and Below. Not funded 2004, 2005, 2006, 2008 and 2009.

****FIGURES ARE BASED ON INFORMATION PROVIDED BY DEPARTMENTS DURING MONTH OF FEB 2010****

¹ Steps are for entire career and not limited to patrolman rank