

**CITY OF COLONIAL HEIGHTS
PUBLIC SAFETY PAY PLAN
Effective July 1, 2023**

Plan Include:

- * 2% increase between steps (except from step 1 to step 2 for Police Officer, Firefighter-EMT and Firefighter-Intermediate)
- * 6% or more increase for non-supervisor pay grades
- * 5% or 6% increase, as designated, for supervisor pay grades
- * Police Officers all moved to new 80 hour pay rate, Police Sgt. And Police Lt. moved to 80 hour pay rate
- * All EMT's pay grades consolidated to form new Firefighter-EMT pay grade; Firefighter-Intermediate pay grade moved 2% above new Firefighter-EMT grade

Police Department

Job Title	New Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Police Officer Recruit (80 Hrs)	P-100	47,989																				
Police Officer/SRO & Police Detective (80 Hrs)	P-102	47,989	48,949	49,928	50,926	51,945	52,984	54,043	55,124	56,227	57,351	58,498	59,668	60,862	62,079	63,320	64,587	65,879	67,196	68,540	69,911	71,309
Police Officer/Patrol (84 Hours)	P-103	50,388	51,396	52,424	53,473	54,542	55,633	56,746	57,880	59,038	60,219	61,423	62,652	63,905	65,183	66,486	67,816	69,173	70,556	71,967	73,406	74,875
Police Officer (+6% over previous Patrol, step 1 higher % increase) - all Officers now on 80 hr.	P-103	54,000	54,480	55,570	56,681	57,815	58,971	60,150	61,353	62,580	63,832	65,109	66,411	67,739	69,094	70,476	71,885	73,323	74,789	76,285	77,811	79,367
Police Sergeant	P-104	64,260	65,545	66,856	68,193	69,557	70,948	72,367	73,815	75,291	76,797	78,333	79,899	81,497	83,127	84,790	86,485	88,215	89,980	91,779	93,615	95,487
Police Sergeant (84 Hours)	P-105	67,473	68,822	70,199	71,603	73,035	74,496	75,986	77,505	79,055	80,636	82,249	83,894	85,572	87,284	89,029	90,810	92,626	94,478	96,368	98,295	100,261
Police Sergeant (+6% over Previous 80 hr Sgt) - all Sgt. now on 80 hr.	P-105	68,116	69,478	70,867	72,285	73,731	75,205	76,709	78,243	79,808	81,404	83,033	84,693	86,387	88,115	89,877	91,675	93,508	95,378	97,286	99,232	101,216
Police Lieutenant	P-106	71,400	72,828	74,285	75,770	77,286	78,831	80,408	82,016	83,656	85,330	87,036	88,777	90,552	92,364	94,211	96,095	98,017	99,977	101,977	104,016	106,097
Police Lieutenant (84 Hours)	P-107	74,970	76,469	77,999	79,559	81,150	82,773	84,428	86,117	87,839	89,596	91,388	93,216	95,080	96,982	98,921	100,900	102,918	104,976	107,076	109,217	111,401
Police Lieutenant (+5% over previous 80 hr Lt.) - all Lt. now on 80 hr.	P-107	74,970	76,469	77,999	79,559	81,150	82,773	84,428	86,117	87,839	89,596	91,388	93,216	95,080	96,982	98,921	100,900	102,918	104,976	107,076	109,217	111,401
Police Captain	P-108	79,560	81,151	82,774	84,430	86,118	87,841	89,597	91,389	93,217	95,082	96,983	98,923	100,901	102,919	104,978	107,077	109,219	111,403	113,631	115,904	118,222
Police Captain +5% over previous	P-108	83,538	85,209	86,913	88,651	90,424	92,233	94,077	95,959	97,878	99,836	101,832	103,869	105,946	108,065	110,227	112,431	114,680	116,973	119,313	121,699	124,133
Deputy Chief of Police - Major	P-109	84,150	85,833	87,550	89,301	91,087	92,908	94,767	96,662	98,595	100,567	102,578	104,630	106,723	108,857	111,034	113,255	115,520	117,830	120,187	122,591	125,042
Deputy Chief - Major +5% over previous	P-109	88,358	90,125	91,927	93,766	95,641	97,554	99,505	101,495	103,525	105,595	107,707	109,861	112,059	114,300	116,586	118,918	121,296	123,722	126,196	128,720	131,295

Fire Department

Job Title	New Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Firefighter-EMT B	F-100	47,989	48,949	49,928	50,926	51,945	52,984	54,043	55,124	56,227	57,351	58,498	59,668	60,862	62,079	63,320	64,587	65,879	67,196	68,540	69,911	71,309
Firefighter-EMT/A	F-101	49,189	50,172	51,176	52,199	53,243	54,308	55,394	56,502	57,632	58,785	59,961	61,160	62,383	63,631	64,903	66,201	67,526	68,876	70,254	71,659	73,092
Firefighter-EMT Combined (+6% over previous FF-Intermediate, step one higher % increase)	F-101	54,000	54,480	55,569	56,680	57,814	58,970	60,150	61,353	62,580	63,831	65,108	66,410	67,738	69,093	70,475	71,885	73,322	74,789	76,284	77,810	79,366
Firefighter-Intermediate	F-102	50,388	51,396	52,424	53,473	54,542	55,633	56,745	57,880	59,038	60,218	61,423	62,651	63,904	65,182	66,486	67,816	69,172	70,555	71,966	73,406	74,874
Firefighter-Intermediate (+2% over new FF-EMT Combined)	F-102	55,080	55,569	56,680	57,814	58,970	60,150	61,353	62,580	63,831	65,108	66,410	67,738	69,093	70,475	71,885	73,322	74,789	76,284	77,810	79,366	80,954
Firefighter-Paramedic	F-103	52,908	53,967	55,046	56,147	57,270	58,415	59,583	60,775	61,991	63,230	64,495	65,785	67,101	68,443	69,812	71,208	72,632	74,085	75,566	77,078	78,619
Firefighter-Paramedic (+ 6% over previous, step one higher % increase)	F-103	56,701	57,205	58,349	59,516	60,706	61,920	63,158	64,422	65,710	67,024	68,365	69,732	71,127	72,549	74,000	75,480	76,990	78,530	80,100	81,702	83,336
Fire Lieutenant	F-104	64,260	65,545	66,856	68,193	69,557	70,948	72,367	73,815	75,291	76,797	78,333	79,899	81,497	83,127	84,790	86,485	88,215	89,980	91,779	93,615	95,487
Fire Lieutenant + 6% over previous	F-104	68,116	69,478	70,867	72,285	73,731	75,205	76,709	78,243	79,808	81,404	83,033	84,693	86,387	88,115	89,877	91,675	93,508	95,378	97,286	99,232	101,216
Fire Lieutenant (80 Hours)	F-105	67,473	68,822	70,199	71,603	73,035	74,496	75,986	77,505	79,055	80,636	82,249	83,894	85,572	87,284	89,029	90,810	92,626	94,478	96,368	98,295	100,261
Fire Lieutenant (80 Hours) + 6% over previous	F-105	71,521	72,952	74,411	75,899	77,417	78,965	80,545	82,156	83,799	85,475	87,184	88,928	90,706	92,521	94,371	96,258	98,184	100,147	102,150	104,193	106,277
Deputy Fire Marshal (80 hours)	F-106	67,473	68,822	70,199	71,603	73,035	74,496	75,986	77,505	79,055	80,636	82,249	83,894	85,572	87,284	89,029	90,810	92,626	94,478	96,368	98,295	100,261
Deputy Fire Marshal (80 hours) + 6% over previous	F-106	71,521	72,952	74,411	75,899	77,417	78,965	80,545	82,156	83,799	85,475	87,184	88,928	90,706	92,521	94,371	96,258	98,184	100,147	102,150	104,193	106,277
Battalion Chief	F-107	71,400	72,828	74,285	75,770	77,286	78,831	80,408	82,016	83,656	85,330	87,036	88,777	90,552	92,364	94,211	96,095	98,017	99,977	101,977	104,016	106,097
Battalion Chief + 5% over previous	F-107	74,970	76,469	77,999	79,559	81,150	82,773	84,428	86,117	87,839	89,596	91,388	93,216	95,080	96,982	98,921	100,900	102,918	104,976	107,076	109,217	111,401
Deputy Chief of Fire & EMS	F-108	84,150	85,833	87,550	89,301	91,087	92,908	94,767	96,662	98,595	100,567	102,578	104,630	106,723	108,857	111,034	113,255	115,520	117,830	120,187	122,591	125,042
Deputy Chief of Fire & EMS + 5% over previous	F-108	88,358	90,125	91,927	93,766	95,641	97,554	99,505	101,495	103,525	105,595	107,707	109,861	112,059	114,300	116,586	118,918	121,296	123,722	126,196	128,720	131,295

Communications Center

Job Title	New Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Communications Officer	C - 100	42,230	43,075	43,936	44,815	45,711	46,625	47,558	48,509	49,479	50,469	51,478	52,508	53,558	54,629	55,722	56,836	57,973	59,132	60,315	61,521	62,752
Communications Officer + 6% over previous	C - 100	44,764	45,659	46,572	47,504	48,454	49,423	50,411	51,420	52,448	53,497	54,567	55,658	56,771	57,907	59,065	60,246	61,451	62,680	63,934	65,212	66,517
Communications Supervisor	C - 101	50,388	51,396	52,424	53,472	54,542	55,632	56,745	57,880	59,038	60,218	61,423	62,651	63,904	65,182	66,486	67,816	69,172	70,555	71,966	73,406	74,874
Communications Supervisor + 6% over previous	C - 101	53,411	54,480	55,569	56,680	57,814	58,970	60,150	61,353	62,580	63,831	65,108	66,410	67,738	69,093	70,475	71,885	73,322	74,789	76,284	77,810	79,366
Emergency Comm. Center Manager	C - 102	61,597	62,829	64,085	65,367	66,674	68,008	69,368	70,755	72,170	73,614	75,086	76,588	78,120	79,682	81,276	82,901	84,559	86,250	87,975	89,735	91,530
Emergency Comm. Center Manager + 6% over previous	C - 102	65,293	66,598	67,930	69,289	70,675	72,088	73,530	75,001	76,501	78,031	79,591	81,183	82,807	84,463	86,152	87,875	89,633	91,425	93,254	95,119	97,021

Animal Control

Job Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21
Animal Control Officer	A - 100	36,341	37,067	37,809	38,565	39,336	40,123	40,925	41,744	42,579	43,430	44,299	45,185	46,089	47,010	47,951	48,910	49,888	50,886	51,903	52,941	54,000
Animal Control Officer + 6% over previous	A - 100	38,521	39,291	40,077	40,879	41,696	42,530	43,381	44,249	45,133	46,036	46,957	47,896	48,854	49,831	50,828	51,844	52,881	53,939	55,017	56,118	57,240
Animal Control Supervisor	A - 101	54,198	55,282	56,387	57,515	58,665	59,839	61,035	62,256	63,501	64,771	66,067	67,388	68,736	70,111	71,513	72,943	74,402	75,890	77,408	78,956	80,535
Animal Control Supervisor + 5% over previous	A - 101	56,908	58,046	59,207	60,391	61,599	62,831	64,087	65,369	66,676	68,010	69,370	70,757	72,173	73,616	75,088	76,590	78,122	79,684	81,278	82,904	84,562