

CITY OF COLONIAL HEIGHTS
PUBLIC SAFETY PAY PLAN
Effective July 1, 2025

Plan Includes:
* 2% increase between Steps 1 -15
* 1,75% increase from the prior step for Steps 16 - 21 for non-supervisory positions
* 1,8% increase from the prior step for Steps 16 - 21 for supervisory positions
* Firefighter EMT-Advanced/Intermediate and Police Officer Step 1 set at \$58,000
* Firefighter Paramedic Step 1 set at 10% above Firefighter-EMT Basic
* Firefighter-Advanced/Intermediate Step 1 set at 2,5% above Firefighter-EMT Basic
* Assistant Chief of Fire & EMS to replace Deputy Chief of Fire & EMS
* 2% pay grade increase to Step 1 included for other Police Department and Fire Department positions
* 2% pay grade to increase to Step 1 included for Communications Center and Animal Control positions

Police Department																							
	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
	Police Officer	P -103	66,024	66,424	67,246	68,394	69,659	69,760	64,966	63,204	64,468	65,767	67,072	68,443	69,781	71,177	72,604	74,063	75,534	77,045	78,586	80,168	81,761
	Police Officer	P -103	58,000	59,160	60,343	61,550	62,781	64,037	65,318	66,624	67,956	69,315	70,701	72,115	73,557	75,028	76,529	77,868	79,231	80,618	82,029	83,465	84,926
	Police Sergeant	P - 105	69,486	70,876	72,293	73,739	75,214	76,718	78,252	79,817	81,413	83,044	84,702	86,396	88,124	89,886	91,684	93,618	95,388	97,296	99,242	101,227	103,262
	Police Sergeant	P - 105	70,875	72,293	73,739	75,214	76,718	78,252	79,817	81,413	83,041	84,702	86,396	88,124	89,886	91,684	93,518	95,201	96,915	98,659	100,435	102,243	104,083
	Police Lieutenant	P - 107	76,477	78,007	79,567	81,168	82,781	84,437	86,126	87,849	89,606	91,398	93,226	95,091	96,993	98,933	100,912	102,930	104,989	107,089	109,231	111,416	113,644
	Police Lieutenant	P - 107	78,007	79,567	81,158	82,781	84,437	86,126	87,849	89,606	91,398	93,226	95,091	96,993	98,933	100,912	102,930	104,783	106,669	108,589	110,544	112,534	114,560
	Police Captain	P - 108	85,247	86,924	88,660	90,432	92,241	94,086	95,968	97,867	99,846	101,842	103,879	105,957	108,076	110,238	112,443	114,682	116,986	119,326	121,713	124,147	126,630
	Police Captain	P - 108	86,921	88,659	90,432	92,241	94,086	95,968	97,887	99,845	101,842	103,879	105,957	108,076	110,238	112,443	114,692	116,756	118,858	120,997	123,175	125,392	127,649
	Deputy Chief - Major	P - 109	90,434	91,937	93,776	95,662	97,566	99,516	101,506	103,536	105,607	107,719	109,873	112,070	114,311	116,597	118,929	121,308	123,734	126,209	128,738	131,308	133,934
	Deputy Chief - Major	P - 109	91,937	93,776	95,652	97,565	99,516	101,506	103,536	105,607	107,719	109,873	112,070	114,311	116,597	118,929	121,308	123,492	125,715	127,978	130,282	132,627	135,014

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 Combined	F - 101	56,024	56,124	57,246	58,394	59,559	60,750	61,966	63,204	64,468	65,767	67,072	68,443	69,781	71,177	72,604	74,063	75,534	77,045	78,586	80,168	81,761	
Firefighter-EMT Basic Combined	F - 101	56,585	57,717	58,871	60,048	61,249	62,474	63,723	64,997	66,297	67,623	68,975	70,355	71,762	73,197	74,661	75,968	77,297	78,650	80,026	81,426	82,851	
Firefighter-Intermediate	F - 102	56,124	57,246	58,394	59,559	60,750	61,966	63,204	64,468	65,767	67,072	68,443	69,781	71,177	72,604	74,063	75,534	77,045	78,586	80,168	81,761	83,396	
Firefighter- EMT Advanced/Intermediate	F - 102	58,000	59,160	60,343	61,550	62,781	64,037	65,318	66,624	67,956	69,315	70,701	72,115	73,557	75,028	76,529	77,868	79,231	80,618	82,029	83,465	84,926	
Firefighter-Paramedic	F - 103	60,626	61,737	62,972	64,234	65,516	66,826	68,163	69,526	70,917	72,336	73,782	75,258	76,763	78,298	79,864	81,461	83,090	84,752	86,447	88,176	89,940	
Firefighter-Paramedic	F - 103	62,244	63,489	64,759	66,054	67,375	68,723	70,097	71,499	72,929	74,388	75,876	77,394	78,942	80,521	82,131	83,568	85,030	86,518	88,032	89,573	91,141	
Fire Lieutenant	F - 104	69,486	70,875	72,293	73,739	75,214	76,718	78,252	79,817	81,413	83,044	84,702	86,396	88,124	89,886	91,684	93,618	95,388	97,296	99,242	101,227	103,262	
Fire Lieutenant	F - 104	70,875	72,293	73,739	75,214	76,718	78,252	79,817	81,413	83,044	84,702	86,396	88,124	89,886	91,684	93,518	95,201	96,915	98,659	100,435	102,243	104,083	
Fire Lieutenant (80 Hours)	F - 105	72,968	74,417	75,905	77,423	78,971	80,560	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,378	96,266	98,191	100,155	102,168	104,204	106,265	108,411	
Fire Lieutenant (80 Hours)	F - 105	74,417	75,905	77,423	78,971	80,550	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,378	96,266	98,191	99,958	101,757	103,589	105,454	107,352	109,284	
Deputy Fire Marshal (80 hours)	F - 106	72,968	74,417	75,905	77,423	78,971	80,560	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,378	96,266	98,191	100,155	102,168	104,204	106,265	108,411	
Deputy Fire Marshal (80 hours)	F - 106	74,417	75,905	77,423	78,971	80,550	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,378	96,266	98,191	99,958	101,757	103,589	105,454	107,352	109,284	
Battalion Chief	F - 107	76,477	78,007	79,567	81,168	82,781	84,437	86,126	87,849	89,606	91,398	93,226	95,091	96,993	98,933	100,912	102,930	104,989	107,089	109,231	111,416	113,644	
Battalion Chief	F - 107	78,007	79,567	81,158	82,781	84,437	86,126	87,849	89,606	91,398	93,226	95,091	96,993	98,933	100,912	102,930	104,783	106,669	108,589	110,544	112,534	114,560	
Deputy Chief of Fire & EMS (80 hours)	F - 108	90,434	91,937	93,776	95,652	97,565	99,516	101,506	103,536	105,607	107,719	109,873	112,070	114,311	116,597	118,929	121,308	123,734	126,209	128,738	131,308	133,934	
Assistant Deputy Chief of Fire & EMS (80 hours)	F - 108	91,937	93,776	95,652	97,565	99,516	101,506	103,536	105,607	107,719	109,873	112,070	114,311	116,597	118,929	121,308	123,492	125,715	127,978	130,282	132,627	135,014	

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	46,664	46,677	47,609	48,459	49,428	50,417	51,425	52,454	53,503	54,573	55,664	56,777	57,913	59,071	60,252	61,457	62,686	63,940	65,219	66,523	67,863	
Communications Officer	C - 100	46,577	47,509	48,459	49,428	50,417	51,425	52,454	53,503	54,573	55,664	56,777	57,913	59,071	60,252	61,457	62,532	63,626	64,739	65,872	67,025	68,198	
Communications Supervisor	C - 101	64,484	65,674	66,686	67,819	68,976	69,166	64,368	62,586	63,837	65,114	66,416	67,744	69,099	70,481	71,891	73,329	74,796	76,292	77,818	79,374	80,961	
Communications Supervisor	C - 101	55,574	56,685	57,819	58,975	60,155	61,358	62,585	63,837	65,114	66,416	67,744	69,099	70,481	71,891	73,329	74,649	75,993	77,361	78,753	80,171	81,614	
Emergency Comm. Center Manager	C - 102	66,606	67,937	69,296	70,682	72,096	73,538	75,009	76,509	78,039	79,600	81,192	82,816	84,472	86,161	87,884	89,642	91,436	93,264	95,129	97,032	98,973	
Emergency Comm. Center Manager	C - 102	67,937	69,296	70,682	72,096	73,538	75,009	76,509	78,039	79,600	81,192	82,816	84,472	86,161	87,884	89,642	91,256	92,899	94,571	96,273	98,006	99,770	

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	39,296	40,081	40,883	41,701	42,536	43,386	44,254	45,139	46,042	46,963	47,902	48,860	49,837	50,834	51,851	52,888	53,946	55,026	56,126	57,249	58,394
	Animal Control Officer	A - 100	40,081	40,883	41,701	42,535	43,386	44,254	45,139	46,042	46,963	47,902	48,860	49,837	50,834	51,851	52,888	53,814	54,756	55,714	56,689	57,681	58,690
	Animal Control Supervisor	A - 101	68,052	69,213	69,397	61,605	62,837	64,094	65,376	66,684	68,018	69,378	70,766	72,181	73,625	75,098	76,600	78,132	79,695	81,289	82,915	84,573	86,264
	Animal Control Supervisor	A - 101	59,213	60,397	61,605	62,837	64,094	65,376	66,684	68,018	69,378	70,766	72,181	73,625	75,098	76,600	78,132	79,538	80,970	82,427	83,911	85,421	86,959