

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS**  
**EFFECTIVE: NOVEMBER 1, 2019**

<b>Non-Sworn: 2%</b>								
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>
Community Services Officer	P-1	Hourly:	\$ 25.79	\$ 27.30	\$ 28.65	\$ 30.08	\$ 31.59	\$ 32.54
		Monthly:	\$ 4,470.27	\$ 4,732.00	\$ 4,966.00	\$ 5,213.87	\$ 5,475.60	\$ 5,640.27
		Annual:	\$ 53,643.20	\$ 56,784.00	\$ 59,592.00	\$ 62,566.40	\$ 65,707.20	\$ 67,683.20
Police Services Officer	P-2	Hourly:	\$ 28.03	\$ 29.43	\$ 30.91	\$ 32.45	\$ 34.07	\$ 35.09
		Monthly:	\$ 4,858.53	\$ 5,101.20	\$ 5,357.73	\$ 5,624.67	\$ 5,905.47	\$ 6,082.27
		Annual:	\$ 58,302.40	\$ 61,214.40	\$ 64,292.80	\$ 67,496.00	\$ 70,865.60	\$ 72,987.20

<b>Sworn: 3%</b>								
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>
Police Officer	P-3	Hourly:	\$ 39.45	\$ 41.44	\$ 43.50	\$ 45.68	\$ 47.97	\$ 49.39
		Monthly:	\$ 6,838.00	\$ 7,182.93	\$ 7,540.00	\$ 7,917.87	\$ 8,314.80	\$ 8,560.93
		Annual:	\$ 82,056.00	\$ 86,195.20	\$ 90,480.00	\$ 95,014.40	\$ 99,777.60	\$ 102,731.20
Police Corporal	P-4	Hourly:	\$ 41.48	\$ 43.56	\$ 45.74	\$ 48.02	\$ 50.41	\$ 51.94
		Monthly:	\$ 7,189.87	\$ 7,550.40	\$ 7,928.27	\$ 8,323.47	\$ 8,737.73	\$ 9,002.93
		Annual:	\$ 86,278.40	\$ 90,604.80	\$ 95,139.20	\$ 99,881.60	\$ 104,852.80	\$ 108,035.20
Police Sergeant	P-5	Hourly:	\$ 46.76	\$ 49.09	\$ 51.56	\$ 54.13	\$ 56.84	\$ 58.55
		Monthly:	\$ 8,105.07	\$ 8,508.93	\$ 8,937.07	\$ 9,382.53	\$ 9,852.27	\$ 10,148.67
		Annual:	\$ 97,260.80	\$ 102,107.20	\$ 107,244.80	\$ 112,590.40	\$ 118,227.20	\$ 121,784.00

\*Step 6: Association members are eligible for a one-time 6th step in each classification, three percent (3%) longevity/merit increase, per POA MOU section 20.1.

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS**  
**EFFECTIVE: JULY 1, 2020**

<b>Non-Sworn: 1.5%</b>									
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>	
Community Services Officer	P-1	Hourly:	\$ 26.18	\$ 27.71	\$ 29.08	\$ 30.53	\$ 32.06	\$ 33.03	
		Monthly:	\$ 4,537.87	\$ 4,803.07	\$ 5,040.53	\$ 5,291.87	\$ 5,557.07	\$ 5,725.20	
		Annual:	\$ 54,454.40	\$ 57,636.80	\$ 60,486.40	\$ 63,502.40	\$ 66,684.80	\$ 68,702.40	
Police Services Officer	P-2	Hourly:	\$ 28.45	\$ 29.87	\$ 31.37	\$ 32.94	\$ 34.58	\$ 35.62	
		Monthly:	\$ 4,931.33	\$ 5,177.47	\$ 5,437.47	\$ 5,709.60	\$ 5,993.87	\$ 6,174.13	
		Annual:	\$ 59,176.00	\$ 62,129.60	\$ 65,249.60	\$ 68,515.20	\$ 71,926.40	\$ 74,089.60	

<b>Sworn: 3%</b>									
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>	
Police Officer	P-3	Hourly:	\$ 40.63	\$ 42.68	\$ 44.81	\$ 47.05	\$ 49.41	\$ 50.87	
		Monthly:	\$ 7,042.53	\$ 7,397.87	\$ 7,767.07	\$ 8,155.33	\$ 8,564.40	\$ 8,817.47	
		Annual:	\$ 84,510.40	\$ 88,774.40	\$ 93,204.80	\$ 97,864.00	\$ 102,772.80	\$ 105,809.60	
Police Corporal	P-4	Hourly:	\$ 42.72	\$ 44.87	\$ 47.11	\$ 49.46	\$ 51.92	\$ 53.50	
		Monthly:	\$ 7,404.80	\$ 7,777.47	\$ 8,165.73	\$ 8,573.07	\$ 8,999.47	\$ 9,273.33	
		Annual:	\$ 88,857.60	\$ 93,329.60	\$ 97,988.80	\$ 102,876.80	\$ 107,993.60	\$ 111,280.00	
Police Sergeant	P-5	Hourly:	\$ 48.16	\$ 50.56	\$ 53.11	\$ 55.75	\$ 58.55	\$ 60.31	
		Monthly:	\$ 8,347.73	\$ 8,763.73	\$ 9,205.73	\$ 9,663.33	\$ 10,148.67	\$ 10,453.73	
		Annual:	\$ 100,172.80	\$ 105,164.80	\$ 110,468.80	\$ 115,960.00	\$ 121,784.00	\$ 125,444.80	

\*Step 6: Association members are eligible for a one-time 6th step in each classification, three percent (3%) longevity/merit increase, per POA MOU section 20.1.

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR POLICE OFFICER ASSOCIATION CLASSIFICATIONS**  
**EFFECTIVE: JULY 1, 2021**

<b>Non-Sworn: 1.5%</b>								
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>
Community Services Officer	P-1	Hourly:	\$ 26.57	\$ 28.13	\$ 29.52	\$ 30.99	\$ 32.54	\$ 33.53
		Monthly:	\$ 4,605.47	\$ 4,875.87	\$ 5,116.80	\$ 5,371.60	\$ 5,640.27	\$ 5,811.87
		Annual:	\$ 55,265.60	\$ 58,510.40	\$ 61,401.60	\$ 64,459.20	\$ 67,683.20	\$ 69,742.40
Police Services Officer	P-2	Hourly:	\$ 28.88	\$ 30.32	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.15
		Monthly:	\$ 5,005.87	\$ 5,255.47	\$ 5,518.93	\$ 5,794.53	\$ 6,084.00	\$ 6,266.00
		Annual:	\$ 60,070.40	\$ 63,065.60	\$ 66,227.20	\$ 69,534.40	\$ 73,008.00	\$ 75,192.00

<b>Sworn: 4%</b>								
<b>Classification</b>	<b>Grade</b>	<b>Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6*</b>
Police Officer	P-3	Hourly:	\$ 42.26	\$ 44.39	\$ 46.60	\$ 48.93	\$ 51.39	\$ 52.90
		Monthly:	\$ 7,325.07	\$ 7,694.27	\$ 8,077.33	\$ 8,481.20	\$ 8,907.60	\$ 9,169.33
		Annual:	\$ 87,900.80	\$ 92,331.20	\$ 96,928.00	\$ 101,774.40	\$ 106,891.20	\$ 110,032.00
Police Corporal	P-4	Hourly:	\$ 44.43	\$ 46.66	\$ 48.99	\$ 51.44	\$ 54.00	\$ 55.64
		Monthly:	\$ 7,701.20	\$ 8,087.73	\$ 8,491.60	\$ 8,916.27	\$ 9,360.00	\$ 9,644.27
		Annual:	\$ 92,414.40	\$ 97,052.80	\$ 101,899.20	\$ 106,995.20	\$ 112,320.00	\$ 115,731.20
Police Sergeant	P-5	Hourly:	\$ 50.09	\$ 52.58	\$ 55.23	\$ 57.98	\$ 60.89	\$ 62.72
		Monthly:	\$ 8,682.27	\$ 9,113.87	\$ 9,573.20	\$ 10,049.87	\$ 10,554.27	\$ 10,871.47
		Annual:	\$ 104,187.20	\$ 109,366.40	\$ 114,878.40	\$ 120,598.40	\$ 126,651.20	\$ 130,457.60

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