

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

Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6*
Community Services Officer	P-1	Hourly:	\$ 25.28	\$ 26.76	\$ 28.09	\$ 29.49	\$ 30.97	\$ 31.90
		Monthly:	\$ 4,381.87	\$ 4,638.40	\$ 4,868.93	\$ 5,111.60	\$ 5,368.13	\$ 5,529.33
		Annual:	\$ 52,582.40	\$ 55,660.80	\$ 58,427.20	\$ 61,339.20	\$ 64,417.60	\$ 66,352.00
Police Services Officer	P-2	Hourly:	\$ 27.48	\$ 28.85	\$ 30.30	\$ 31.81	\$ 33.40	\$ 34.40
		Monthly:	\$ 4,763.20	\$ 5,000.67	\$ 5,252.00	\$ 5,513.73	\$ 5,789.33	\$ 5,962.67
		Annual:	\$ 57,158.40	\$ 60,008.00	\$ 63,024.00	\$ 66,164.80	\$ 69,472.00	\$ 71,552.00
Police Officer	P-3	Hourly:	\$ 38.30	\$ 40.23	\$ 42.23	\$ 44.35	\$ 46.57	\$ 47.95
		Monthly:	\$ 6,638.67	\$ 6,973.20	\$ 7,319.87	\$ 7,687.33	\$ 8,072.13	\$ 8,311.33
		Annual:	\$ 79,664.00	\$ 83,678.40	\$ 87,838.40	\$ 92,248.00	\$ 96,865.60	\$ 99,736.00
Police Corporal	P-4	Hourly:	\$ 40.27	\$ 42.29	\$ 44.41	\$ 46.62	\$ 48.94	\$ 50.43
		Monthly:	\$ 6,980.13	\$ 7,330.27	\$ 7,697.73	\$ 8,080.80	\$ 8,482.93	\$ 8,741.20
		Annual:	\$ 83,761.60	\$ 87,963.20	\$ 92,372.80	\$ 96,969.60	\$ 101,795.20	\$ 104,894.40
Police Sergeant	P-5	Hourly:	\$ 45.40	\$ 47.66	\$ 50.06	\$ 52.55	\$ 55.18	\$ 56.84
		Monthly:	\$ 7,869.33	\$ 8,261.07	\$ 8,677.07	\$ 9,108.67	\$ 9,564.53	\$ 9,852.27
		Annual:	\$ 94,432.00	\$ 99,132.80	\$ 104,124.80	\$ 109,304.00	\$ 114,774.40	\$ 118,227.20

\*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.