



ENTRY Police Officer Compensation

At City of Redmond in Washington, the Police Officer base salary range has five steps, which are adjusted for cost of living. **Entry and Academy Police Officers start at Step A.** Every 12 months employees move to the next higher step until the maximum, Step E. The following reflects compensation data as of the current contract.

<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
\$6,899	\$7,086	\$7,445	\$7,632	\$7,991

From the following, choose the scenario that best describes your education level. This will give you an idea of your average salary beginning with your first year at Redmond, and thereafter.

SCENARIO 1: Entry Candidate with 90 quarter/60 semester credits

	1st year with Redmond	2 yrs	3 yrs	4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Entry Police Officer Base Salary	6,899	7,086	7,445	7,632	7,991	7,991	7,991	7,991	7,991
Longevity	-	-	-	-	80	180	240	320	360
Approximate Total Monthly Salary :	6,899	7,086	7,445	7,632	8,071	8,171	8,231	8,311	8,351
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are each paid as a lump sum once a year.</i>									
Potential Annual Physical Fitness	2,070	2,126	2,234	2,290	2,397	2,397	2,397	2,397	2,397
Potential Annual Holiday Bank Cashout	5,400	5,546	5,827	5,973	6,254	6,254	6,254	6,254	6,254
Approximate Total Annual Salary :	90,257	92,704	97,400	99,847	105,503	106,701	107,420	108,379	108,859

SCENARIO 2: Entry Candidate with Associate's Degree

	1st year with Redmond	2 yrs	3 yrs	4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Entry Police Officer Base Salary	6,899	7,086	7,445	7,632	7,991	7,991	7,991	7,991	7,991
Longevity	-	-	-	-	80	180	240	320	360
Associate's Degree	52	53	56	57	120	120	160	200	200
Approximate Total Monthly Salary :	6,951	7,139	7,501	7,689	8,191	8,291	8,391	8,510	8,550
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are each paid as a lump sum once a year.</i>									
Potential Annual Physical Fitness	2,070	2,126	2,234	2,290	2,397	2,397	2,397	2,397	2,397
Potential Annual Holiday Bank Cashout	5,400	5,546	5,827	5,973	6,254	6,254	6,254	6,254	6,254
Approximate Total Annual Salary :	90,878	93,342	98,071	100,534	106,941	108,140	109,338	110,777	111,256

SCENARIO 3: Entry Candidate with Bachelor's Degree

	1st year with Redmond	2 yrs	3 yrs	4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+ yrs
Entry Police Officer Base Salary	6,899	7,086	7,445	7,632	7,991	7,991	7,991	7,991	7,991
Longevity	-	-	-	-	80	180	240	320	359.60
Bachelor's Degree	103	106	112	114	240	280	360	400	400
Approximate Total Monthly Salary :	7,002	7,192	7,557	7,746	8,311	8,450	8,590	8,710	8,750
<i>Below shows the potential Physical Fitness Bonus and Holiday Bank Cashout that are each paid as a lump sum once a year.</i>									
Potential Annual Physical Fitness	2,070	2,126	2,234	2,290	2,397	2,397	2,397	2,397	2,397
Potential Holiday Bank Annual Cashout	5,400	5,546	5,827	5,973	6,254	6,254	6,254	6,254	6,254
Approximate Total Annual Salary :	91,499	93,979	98,741	101,221	108,379	110,057	111,736	113,174	113,653

Beyond what's listed in the matrix, Police Officers are also eligible to receive:

- 4/10 shifts with rotating weekends every 6-7 weeks, and overtime eligibility
- 3 hours of duty time per week to train for physical fitness plan
- Required uniforms and equipment provided
- City-provided Life Insurance
- Participation in LEOFF state retirement system
- Participation in Deferred Compensation Plan
- MEBT (Social Security replacement with City match of 80%)
- Comprehensive Medical, Dental, and Vision plan
- Section 125 account (medical spending account) available
- Working Out of Class Pay
- Tuition reimbursement for job-related continued education
- GI Bill Certified Agency
- Percentage of annual sick leave deposited into HRA VEBA account
- 3.5% Specialty Assignment* K-9
- 4% Specialty Assignments* (Detectives, Traffic, Pro-Act, Recruiting, Training, Outreach, and School Resource Officer)
- 4% Collateral Duties* (Firearms Instructors, Defensive Tactics Instructors, EVOC Instructors, SWAT, and CNT)

* 6% if assigned to Specialty and Collateral.

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