

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective January 01, 2013**

**FINGERPRINT CLERK  
Range 33**

Step	A	B	C	D	E
Monthly	2,548	2,674	2,808	2,948	3,098
Hourly	14.70	15.43	16.20	17.01	17.87

**TELECOMMUNICATOR  
Range 35**

Step	A	B	C	D	E
Monthly	2,675	2,809	2,948	3,095	3,252
Hourly	15.43	16.21	17.01	17.86	18.76

**POLICE OFFICER I  
Range 47**

Step	A	B	C	D	E
Monthly	3,932	4,129	4,337	4,553	4,782
Hourly	22.68	23.82	25.02	26.27	27.59

**POLICE OFFICER II  
Range 70**

Step	A	B	C	D	E
Monthly	4,158	4,378	4,606	4,849	5,105
Hourly	23.99	25.26	26.57	27.98	29.45

**LONGEVITY INCREMENTS:**

Commencing with the 16th year	\$31 per month
Commencing with the 21th year	\$42 per month
Commencing with the 26th year	\$56 per month

Intermediate Post and/or BA Criminal Justice	\$500.00
Advanced Post and/or MA Criminal Justice	\$1000.00

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective July 01, 2013 \***

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**FINGERPRINT CLERK  
Range 33**

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<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Monthly	2,650	2,782	2,921	3,066	3,223
Hourly	15.29	16.05	16.85	17.69	18.59

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**TELECOMMUNICATOR/POLICE OFFICER TRAINEE  
Range 35**

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<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Monthly	2,783	2,922	3,066	3,220	3,384
Hourly	16.06	16.86	17.69	18.58	19.52

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**POLICE OFFICER I  
Range 47**

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<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Monthly	4,090	4,295	4,511	4,737	4,975
Hourly	23.60	24.78	26.03	27.33	28.70

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**POLICE OFFICER II  
Range 70**

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<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Monthly	4,326	4,555	4,792	5,044	5,311
Hourly	24.96	26.28	27.65	29.10	30.64

**LONGEVITY INCREMENTS:**

Commencing with the 16th year	\$ 31 per month
Commencing with the 21st year	\$ 42 per month
Commencing with the 26th year	\$ 56 per month
Intermediate Post and/or BA Criminal Justice	\$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

\*Per agreement 1/12/2016: salary increased 3% to 7/1/2013.

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective June 01, 2014 \***

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**FINGERPRINT CLERK  
Range 33**

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Step	A	B	C	D	E
Monthly	2,573	2,701	2,836	2,977	3,129
Hourly	14.84	15.58	16.36	17.18	18.05

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**TELECOMMUNICATOR  
Range 35**

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Step	A	B	C	D	E
Monthly	2,702	2,837	2,977	3,126	3,285
Hourly	15.59	16.37	17.18	18.03	18.95

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**POLICE OFFICER I  
Range 47**

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Step	A	B	C	D	E
Monthly	3,971	4,170	4,380	4,599	4,830
Hourly	22.91	24.06	25.27	26.53	27.87

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**POLICE OFFICER II  
Range 70**

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Step	A	B	C	D	E
Monthly	4,200	4,422	4,652	4,897	5,156
Hourly	24.23	25.51	26.84	28.25	29.75

**LONGEVITY INCREMENTS:**

Commencing with the 16th year	\$31 per month
Commencing with the 21th year	\$42 per month
Commencing with the 26th year	\$56 per month

Intermediate Post and/or BA Criminal Justice	\$500.00
Advanced Post and/or MA Criminal Justice	\$1000.00

\* Rate increase effective retroactive to 7/1/13.

Print Date: 7/29/2014

Board Approved on 6/26/18

**OPERATING ENGINEERS LOCAL UNION #3**  
**POLICE UNIT**  
**SALARY SCHEDULE**  
**Effective July 01, 2014**

**FINGERPRINT CLERK**  
**Range 33**

Step	A	B	C	D	E
Monthly	2,702	2,836	2,978	3,126	3,285
Hourly	15.59	16.36	17.18	18.03	18.95

**TELECOMMUNICATOR**  
**Range 35**

Step	A	B	C	D	E
Monthly	2,837	2,979	3,126	3,282	3,449
Hourly	16.37	17.19	18.03	18.93	19.90

**POLICE OFFICER I**  
**Range 47**

Step	A	B	C	D	E
Monthly	3,971	4,170	4,380	4,599	4,830
Hourly	22.91	24.06	25.27	26.53	27.87

**POLICE OFFICER II**  
**Range 70**

Step	A	B	C	D	E
Monthly	4,200	4,422	4,652	4,897	5,156
Hourly	24.23	25.51	26.84	28.25	29.75

**POLICE OFFICER III**  
**Range TBD**

Step	A	B	C	D	E
Monthly	TBD	TBD	TBD	TBD	TBD
Hourly	TBD	TBD	TBD	TBD	TBD

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$ 25 per month
Commencing with the 15th year	\$ 45 per month
Commencing with the 20th year	\$ 65 per month
 Canine Handler	 \$ 400 per month
 Intermediate Post and/or BA Criminal Justice	 \$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective July 01, 2014 \***

**FINGERPRINT CLERK ^  
Range 33**

Step	A	B	C	D	E
Monthly	2,783	2,921	3,067	3,219	3,384
Hourly	16.06	16.85	17.69	18.57	19.52

**TELECOMMUNICATOR/POLICE OFFICER TRAINEE ^  
Range 35**

Step	A	B	C	D	E
Monthly	2,922	3,068	3,219	3,381	3,553
Hourly	16.86	17.70	18.57	19.51	20.50

**POLICE OFFICER I  
Range 47**

Step	A	B	C	D	E
Monthly	4,090	4,295	4,511	4,737	4,975
Hourly	23.60	24.78	26.03	27.33	28.70

**POLICE OFFICER II  
Range 70**

Step	A	B	C	D	E
Monthly	4,326	4,555	4,792	5,044	5,311
Hourly	24.96	26.28	27.65	29.10	30.64

**POLICE OFFICER III ^  
Range 72**

Step	A	B	C	D	E
Monthly	4,542	4,783	5,032	5,296	5,577
Hourly	26.20	27.59	29.03	30.55	32.18

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$ 25 per month
Commencing with the 15th year	\$ 45 per month
Commencing with the 20th year	\$ 65 per month
Canine Handler	\$ 400 per month
Intermediate Post and/or BA Criminal Justice	\$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

\*Per agreement 1/12/2016: salary increased 3% to 7/1/2013.

^Per agreement 6/10/2014: salary increased 5% from 7/1/2014

Rev. 4/11/2016 JF:ed

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective January 12, 2016 \*^**

**FINGERPRINT CLERK  
Range 33**

Step	A	B	C	D	E
Monthly	2,866	3,009	3,159	3,316	3,486
Hourly	16.53	17.36	18.23	19.13	20.11

**TELECOMMUNICATOR/POLICE OFFICER TRAINEE  
Range 35**

Step	A	B	C	D	E
Monthly	3,010	3,160	3,316	3,482	3,660
Hourly	17.37	18.23	19.13	20.09	21.12

**POLICE OFFICER I  
Range 47**

Step	A	B	C	D	E
Monthly	4,213	4,424	4,646	4,879	5,124
Hourly	24.31	25.52	26.80	28.15	29.56

**POLICE OFFICER II  
Range 70**

Step	A	B	C	D	E
Monthly	4,456	4,692	4,936	5,195	5,470
Hourly	25.71	27.07	28.48	29.97	31.56

**POLICE OFFICER III  
Range 72**

Step	A	B	C	D	E
Monthly	4,678	4,926	5,183	5,455	5,744
Hourly	26.99	28.42	29.90	31.47	33.14

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$ 25 per month
Commencing with the 15th year	\$ 45 per month
Commencing with the 20th year	\$ 65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

\* Salary amounts increased 3% to 7/1/2013.

^ Salary amounts increased 3% to 7/1/2015.

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective July 1, 2016**

**FINGERPRINT CLERK**

**Range 33**

Step	A	B	C	D	E
Monthly	2,938	3,084	3,238	3,399	3,573
Hourly	16.95	17.79	18.68	19.61	20.61

**TELECOMMUNICATOR/POLICE DISPATCHER**

**POLICE OFFICER TRAINEE**

**Range 35**

Step	A	B	C	D	E
Monthly	3,085	3,239	3,399	3,569	3,752
Hourly	17.80	18.69	19.61	20.59	21.65

**POLICE OFFICER I**

**Range 47**

Step	A	B	C	D	E
Monthly	4,276	4,490	4,716	4,952	5,201
Hourly	24.67	25.90	27.21	28.57	30.01

**POLICE OFFICER II**

**Range 70**

Step	A	B	C	D	E
Monthly	4,523	4,762	5,010	5,273	5,552
Hourly	26.09	27.47	28.90	30.42	32.03

**POLICE OFFICER III**

**Range 72**

Step	A	B	C	D	E
Monthly	4,748	5,000	5,261	5,537	5,830
Hourly	27.39	28.85	30.35	31.94	33.63

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$ 25 per month
Commencing with the 15th year	\$ 45 per month
Commencing with the 20th year	\$ 65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

Salary amounts increased 1.5% to 7/1/2016 for Sworn Officers positions  
Salary amounts increased 2.5% to 7/1/2016 for Non-Sworn positions

**OPERATING ENGINEERS LOCAL UNION #3  
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SALARY SCHEDULE  
Effective July 1, 2017**

**FINGERPRINT CLERK**

**Range 33**

Step	A	B	C	D	E
Monthly	3,011	3,161	3,319	3,484	3,662
Hourly	17.37	18.24	19.15	20.10	21.13

**TELECOMMUNICATOR/POLICE DISPATCHER**

**POLICE OFFICER TRAINEE**

**Range 35**

Step	A	B	C	D	E
Monthly	3,162	3,320	3,484	3,658	3,846
Hourly	18.24	19.15	20.10	21.10	22.19

**POLICE OFFICER I**

**Range 47**

Step	A	B	C	D	E
Monthly	4,362	4,580	4,810	5,051	5,305
Hourly	25.17	26.42	27.75	29.14	30.61

**POLICE OFFICER II**

**Range 70**

Step	A	B	C	D	E
Monthly	4,613	4,857	5,110	5,378	5,663
Hourly	26.61	28.02	29.48	31.03	32.67

**POLICE OFFICER III**

**Range 72**

Step	A	B	C	D	E
Monthly	4,843	5,100	5,366	5,648	5,947
Hourly	27.94	29.42	30.96	32.58	34.31

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$ 25 per month
Commencing with the 15th year	\$ 45 per month
Commencing with the 20th year	\$ 65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$ 500 per year
Advanced Post and/or MA Criminal Justice	\$ 1000 per year

Salary amounts increased 2.0% to 7/1/2017 for Sworn Officers positions  
Salary amounts increased 2.5% to 7/1/2017 for Non-Sworn positions

Rev. 9/27/2016 JF

Board Approved on 6/26/18

Print Date: 11/3/2016



**OPERATING ENGINEERS LOCAL UNION #3**  
**POLICE UNIT**  
**SALARY SCHEDULE**  
**Effective July 1, 2019**

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE DISPATCHER	39	Monthly	\$3,579	\$3,758	\$3,946	\$4,143	\$4,350	\$4,568	\$4,796	\$5,036
		Hourly	\$20.65	\$21.68	\$22.77	\$23.90	\$25.10	\$26.35	\$27.67	\$29.05
POLICE OFFICER	51	Monthly	\$4,813	\$5,054	\$5,306	\$5,572	\$5,850	\$6,143	\$6,450	\$6,773
		Hourly	\$27.77	\$29.16	\$30.61	\$32.15	\$33.75	\$35.44	\$37.21	\$39.08
CORPORAL	57	Monthly	\$5,582	\$5,861	\$6,154	\$6,462	\$6,785	\$7,124	\$7,480	\$7,854
		Hourly	\$32.20	\$33.81	\$35.50	\$37.28	\$39.14	\$41.10	\$43.15	\$45.31
Degree Increments:										
					Master's Degree:		\$1,630 per year			
					Doctoral Degree:		\$3,259 per year			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

Salary amounts increased 3.0% effective 7/1/2019

Salary amounts increased 2.0% effective 7/1/2018 for Sworn Officers positions

Salary amounts increased 2.5% effective 7/1/2018 for Non-Sworn positions

Rev. 6/25/2019 JF

Print Date: 7/10/2019

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective July 1, 2019**

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE DISPATCHER	39	Monthly	\$3,686	\$3,871	\$4,064	\$4,267	\$4,481	\$4,705	\$4,940	\$5,187
		Hourly	\$21.27	\$22.33	\$23.45	\$24.62	\$25.85	\$27.14	\$28.50	\$29.93
POLICE OFFICER	51	Monthly	\$4,957	\$5,206	\$5,465	\$5,739	\$6,026	\$6,327	\$6,644	\$6,976
		Hourly	\$28.60	\$30.03	\$31.53	\$33.11	\$34.77	\$36.50	\$38.33	\$40.25
CORPORAL	57	Monthly	\$5,749	\$6,037	\$6,339	\$6,656	\$6,989	\$7,338	\$7,704	\$8,090
		Hourly	\$33.17	\$34.83	\$36.57	\$38.40	\$40.32	\$42.33	\$44.45	\$46.67
Degree Increments:										
					Master's Degree:		\$1,630 per year			
					Doctoral Degree:		\$3,259 per year			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

Salary amounts increased 3.0% effective 7/1/2019

Salary amounts increased 2.0% effective 7/1/2018 for Sworn Officers positions

Salary amounts increased 2.5% effective 7/1/2018 for Non-Sworn positions

Rev. 6/25/2019 JF

Print Date: 8/1/2019

**OPERATING ENGINEERS LOCAL UNION #3**  
**POLICE UNIT**  
**SALARY SCHEDULE**  
**Effective July 1, 2019**

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE	39	Monthly	\$3,686	\$3,871	\$4,064	\$4,267	\$4,481	\$4,705	\$4,940	\$5,187
DISPATCHER		Hourly	\$21.27	\$22.33	\$23.45	\$24.62	\$25.85	\$27.14	\$28.50	\$29.93
COMMUNITY SERVICES OFFICER	42	Monthly	\$3,854	\$4,047	\$4,249	\$4,461	\$4,685	\$4,919	\$5,165	\$5,423
		Hourly	\$22.23	\$23.35	\$24.51	\$25.74	\$27.03	\$28.38	\$29.80	\$31.29
POLICE OFFICER	51	Monthly	\$4,957	\$5,206	\$5,465	\$5,739	\$6,026	\$6,327	\$6,644	\$6,976
		Hourly	\$28.60	\$30.03	\$31.53	\$33.11	\$34.77	\$36.50	\$38.33	\$40.25
CORPORAL	57	Monthly	\$5,749	\$6,037	\$6,339	\$6,656	\$6,989	\$7,338	\$7,704	\$8,090
		Hourly	\$33.17	\$34.83	\$36.57	\$38.40	\$40.32	\$42.33	\$44.45	\$46.67
Degree Increments:										
					Master's Degree:		\$1,630 per year			
					Doctoral Degree:		\$3,259 per year			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

Salary amounts increased 3.0% effective 7/1/2019

Salary amounts increased 2.0% effective 7/1/2018 for Sworn Officers positions

Salary amounts increased 2.5% effective 7/1/2018 for Non-Sworn positions

Rev. 08/15/2019 JF

Print Date: 12/3/2019

**OPERATING ENGINEERS LOCAL UNION #3  
POLICE UNIT  
SALARY SCHEDULE  
Effective 07/01/2020**

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE DISPATCHER	39	Monthly	\$3,760	\$3,948	\$4,145	\$4,352	\$4,571	\$4,799	\$5,039	\$5,291
		Hourly	\$21.69	\$22.78	\$23.91	\$25.11	\$26.37	\$27.69	\$29.07	\$30.53
POLICE OFFICER	51	Monthly	\$5,056	\$5,310	\$5,574	\$5,854	\$6,147	\$6,454	\$6,777	\$7,116
		Hourly	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.10	\$41.05
CORPORAL	57	Monthly	\$5,864	\$6,158	\$6,466	\$6,789	\$7,129	\$7,485	\$7,858	\$8,252
		Hourly	\$33.83	\$35.53	\$37.30	\$39.17	\$41.13	\$43.18	\$45.33	\$47.61
Degree Increments:										
					Master's Degree:		\$1,630 per year			
					Doctoral Degree:		\$3,259 per year			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

**POLICE UNIT  
SALARY SCHEDULE  
Effective 07/01/2022\***

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE DISPATCHER	39	Monthly	\$3,910	\$4,105	\$4,311	\$4,526	\$4,754	\$4,991	\$5,241	\$5,503
		Hourly	\$22.56	\$23.69	\$24.87	\$26.11	\$27.43	\$28.79	\$30.23	\$31.75
POLICE OFFICER	51	Monthly	\$5,258	\$5,522	\$5,797	\$6,088	\$6,393	\$6,712	\$7,048	\$7,401
		Hourly	\$30.34	\$31.86	\$33.44	\$35.12	\$36.88	\$38.72	\$40.66	\$42.70
CORPORAL	57	Monthly	\$6,099	\$6,404	\$6,725	\$7,061	\$7,414	\$7,784	\$8,172	\$8,582
		Hourly	\$35.18	\$36.95	\$38.80	\$40.73	\$42.77	\$44.91	\$47.15	\$49.51
Degree Increments:										
					Master's Degree:		\$1,630.00			
					Doctoral Degree:		\$3,259.00			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

\*Base salary increased 4% retroactive to 7/1/2022

Salary increased 2% effective 7/1/2020

Salary increased 3% effective 7/1/2019

Board approved: 2/28/2023

**POLICE UNIT  
SALARY SCHEDULE  
Effective 07/01/2022\***

Position	Range	Step	A	B	C	D	E	F	G	H
POLICE OFFICER TRAINEE DISPATCHER	39	Monthly	\$3,910	\$4,105	\$4,311	\$4,526	\$4,754	\$4,991	\$5,241	\$5,503
		Hourly	\$22.56	\$23.69	\$24.87	\$26.11	\$27.43	\$28.79	\$30.23	\$31.75
POLICE OFFICER	51	Monthly	\$5,258	\$5,522	\$5,797	\$6,088	\$6,393	\$6,712	\$7,048	\$7,401
		Hourly	\$30.34	\$31.86	\$33.44	\$35.12	\$36.88	\$38.72	\$40.66	\$42.70
CORPORAL	57	Monthly	\$6,099	\$6,404	\$6,725	\$7,061	\$7,414	\$7,784	\$8,172	\$8,582
		Hourly	\$35.18	\$36.95	\$38.80	\$40.73	\$42.77	\$44.91	\$47.15	\$49.51
Degree Increments:										
					Master's Degree:		\$1,630.00			
					Doctoral Degree:		\$3,259.00			

**LONGEVITY INCREMENTS:**

Commencing with the 10th year	\$25 per month
Commencing with the 15th year	\$45 per month
Commencing with the 20th year	\$65 per month
Field Training Officer	10% of Salary per month
Canine Handler	10% of Salary per month
Bilingual Pay	2% of Salary per month
Intermediate Post and/or BA Criminal Justice	\$500 per year
Advanced Post and/or MA Criminal Justice	\$1000 per year

\*Base salary increased 4% retroactive to 7/1/2022

Salary increased 2% effective 7/1/2020

Salary increased 3% effective 7/1/2019

Board approved: 2/28/2023