

**City of Greensboro**  
**FY2018-2019 Police Sworn Salary Structure**  
**Effective October 1, 2018 through November 30, 2019**

Grade	Rank Level	Range Min	The 'Green Zone'													Range Max	
			Green Zone Min	Control Point											Green Zone Max		
P09	Police Chief	111,197	131,954												163,089	185,328	
P08	Deputy Chief	85,536	101,503												125,453	142,560	
P07	Police Captain	71,280	84,586												104,544	118,800	
P06	Police Lieutenant	62,014	73,589												90,953	103,356	
		<b>Range Steps</b>															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max
P05	Police Sergeant	57,531	59,129	60,727	62,325	63,923	65,521	67,119	68,717	70,316	71,914	73,512	74,790	76,228	77,667	79,105	89,892
P04	Police Corporal	50,012	51,401	52,791	54,180	55,569	56,958	58,348	59,737	61,126	62,515	63,766	65,016	66,266	67,516	68,767	78,144
P03	Police Officer III	43,507	44,716	45,924	47,133	48,341	49,550	50,758	51,967	53,175	54,384	55,472	56,559	57,647	58,735	59,822	67,980
P02	Police Officer II	37,847	38,898	39,950	41,001	42,052	43,104	44,155	45,206	46,257	47,309	48,255	49,201	50,147	51,094	52,040	59,136
P01	Police Officer I					38,222	38,485	39,424	40,363	41,301	42,240	43,085					43,085

Step Rates by Percent Increase																Avg
P05		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P04		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P03		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P02		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
P01						0.7%	2.4%	2.4%	2.3%	2.3%	2.0%					2.0%

**Administrative Guidelines**

- A. Frequency of step increases for PO I (P01) is every six (6) calendar months up to step 10; thereafter, all step increases are on an annual basis for those on Step 10, then frozen on Step 11.
- B. Frequency of step increases for PO II (P02) is every six (6) calendar months up to Step 10; thereafter, all step increases are on an annual basis for those on Step 10 and above.
- C. Frequency of step increases for all other nonexempt ranks (P03 through P05) is on an annual basis.
- D. An eligible employee may not move more than one step at a time.
- E. Normal promotional increase from PO I to PO II, or PO II to PO III, or PO III to Police Corporal is not to exceed 5% of current salary.
- F. Normal promotional increase from Police Corporal to Police Sergeant is not to exceed 10% of current salary.
- G. Normal promotional increase of two ranks (i.e., from PO II to Police Corporal or PO III to Police Sergeant) is not to exceed 10% of current salary.
- H. Normal promotional increase from Police Sergeant (P05) to exempt ranks of Police Lieutenant (P06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- I. Employees below Step 15 in the step system are ineligible for merit increases or lump sum merit awards in the City's annual Merit Award Program; employees at or above Step 15 are normally subject to the annual merit award eligibility guidelines.
- J. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- K. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- L. The initial step progression for all new recruits, following graduation, will be timed to coincide with the internal step processing cycle (e.g. normally July/December) without retroactivity or proration.
- M. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- N. All employees must be paid at least the range minimums of their assigned rank within the salary structure.
- O. Lateral hires from IN STATE that are credited with two years of service will be hired at Step 9 for Police Officer I (P01).