

APPENDIX A - SALARY SCHEDULE (HOURLY WAGES)
 Agreement between City of Lebanon and the Lebanon Police Association
 Salary ranges for the period July 1, 2023 through June 30, 2024

Classification	Step 1 0-18 Mo.	Step 2 19-30 Mo.	Step 3 31-42 Mo.	Step 4 43+ Mo.
Sergeants – Base Salary (Hourly Base Wage) (Grade 9)	38.01	40.67	44.33	47.87
<i>Potential Additions to Base Salary</i>				
4.00% Detective	1.52	1.63	1.77	1.91
3.00% Intermediate Certification	1.14	1.22	1.33	1.44
6.00% Advanced Certification	2.28	2.44	2.66	2.87
7.00% Supervisory Certification	2.66	2.85	3.10	3.35
5.00% Corrections Certification	1.90	2.03	2.22	2.39
4.00% Bi-Lingual Fluency	1.52	1.63	1.77	1.91
<i>Career Recognition Pay - (Added to base salary)</i>				
1.00% Career Recognition Beginning at the 61st month of service (5 years)	0.38	0.41	0.44	0.48
2.00% Career Recognition Beginning at the 109th month of service (9 years)	0.76	0.81	0.89	0.96
3.00% Career Recognition Beginning at the 157th month of service (13 years)	1.14	1.22	1.33	1.44
4.00% Career Recognition Beginning at the 205th month of service (17 years)	1.52	1.63	1.77	1.91

Classification	Step 1 0-18 Mo.	Step 2 19-30 Mo.	Step 3 31-42 Mo.	Step 4 43+ Mo.
Officers – Base Salary (Hourly Base Wage) (Grade 7)	31.67	33.90	36.94	39.91
<i>Potential Additions to Base Salary</i>				
4.00% Team Leader	1.27	1.36	1.48	1.60
4.00% Field Training Officer	1.27	1.36	1.48	1.60
4.00% School Resource	1.27	1.36	1.48	1.60
4.00% Detective	1.27	1.36	1.48	1.60
4.00% Motorcycle Officer	1.27	1.36	1.48	1.60
3.00% Intermediate Certification	0.95	1.02	1.11	1.20
6.00% Advanced Certification	1.90	2.03	2.22	2.39
7.00% Supervisory Certification	2.22	2.37	2.59	2.79
4.00% Corrections Certification	1.27	1.36	1.48	1.60
5.00% Jail Officer	1.58	1.69	1.85	2.00
4.00% Bi-Lingual Fluency	1.27	1.36	1.48	1.60
<i>Career Recognition Pay - (Added to base salary)</i>				
1.00% Career Recognition Beginning at the 61st month of service (5 years)	0.32	0.34	0.37	0.40
2.00% Career Recognition Beginning at the 109th month of service (9 years)	0.63	0.68	0.74	0.80
3.00% Career Recognition Beginning at the 157th month of service (13 years)	0.95	1.02	1.11	1.20
4.00% Career Recognition Beginning at the 205th month of service (17 years)	1.27	1.36	1.48	1.60

Classification	Step 1 0-18 Mo.	Step 2 19-30 Mo.	Step 3 31-42 Mo.	Step 4 43+ Mo.
Community Policing Officer - Base Salary (Hourly Base Wage) (Grade 6)	30.18	32.60	35.21	38.02
<i>Potential Additions to Base Salary</i>				
3.00% Intermediate Certification	0.91	0.98	1.06	1.14
6.00% Advanced Certification	1.81	1.96	2.11	2.28
4.00% Bi-Lingual Fluency	1.21	1.30	1.41	1.52
<i>Career Recognition Pay - (Added to base salary)</i>				
1.00% Career Recognition Beginning at the 61st month of service (5 years)	0.30	0.33	0.35	0.38
2.00% Career Recognition Beginning at the 109th month of service (9 years)	0.60	0.65	0.70	0.76
3.00% Career Recognition Beginning at the 157th month of service (13 years)	0.91	0.98	1.06	1.14
4.00% Career Recognition Beginning at the 205th month of service (17 years)	1.21	1.30	1.41	1.52

Classification	Step 1 0-18 Mo.	Step 2 19-30 Mo.	Step 3 31-42 Mo.	Step 4 43+ Mo.
Records Clerk II, Code Enforcement Officer, Communications Specialist, Community Services Officer - Base Salary (Hourly Base Wage) (Grade 5)	26.37	28.28	30.26	32.42
<i>Potential Additions to Base Salary</i>				
4.00% Team Leader	1.05	1.13	1.21	1.30
4.00% Field Training Officer	1.05	1.13	1.21	1.30
3.00% Intermediate Certification	0.79	0.85	0.91	0.97
6.00% Advanced Certification	1.58	1.70	1.82	1.95
4.00% Bi-Lingual Fluency	1.05	1.13	1.21	1.30
<i>Career Recognition Pay - (Added to base salary)</i>				
1.00% Career Recognition Beginning at the 61st month of service (5 years)	0.26	0.28	0.30	0.32
2.00% Career Recognition Beginning at the 109th month of service (9 years)	0.53	0.57	0.61	0.65
3.00% Career Recognition Beginning at the 157th month of service (13 years)	0.79	0.85	0.91	0.97
4.00% Career Recognition Beginning at the 205th month of service (17 years)	1.05	1.13	1.21	1.30

Classification	Step 1 0-18 Mo.	Step 2 19-30 Mo.	Step 3 31-42 Mo.	Step 4 43+ Mo.
Records Clerk I - Base Salary (Hourly Base Wage) (Grade 3)	20.52	22.17	23.96	25.88
<i>Potential Additions to Base Salary</i>				
4.00% Bi-Lingual Fluency	0.82	0.89	0.96	1.04
<i>Career Recognition Pay - (Added to base salary)</i>				
1.00% Career Recognition Beginning at the 61st month of service (5 years)	0.21	0.22	0.24	0.26
2.00% Career Recognition Beginning at the 109th month of service (9 years)	0.41	0.44	0.48	0.41
3.00% Career Recognition Beginning at the 157th month of service (13 years)	0.62	0.67	0.72	0.62
4.00% Career Recognition Beginning at the 205th month of service (17 years)	0.82	0.89	0.96	0.82