

**City of Greensboro  
 FY 2021-2022 Police Sworn Salary Structure  
 Effective December 1, 2021 through November 30, 2022**

Grade	Rank Level	Range				The 'Green Zone'											Range Max	
		Min				Green Zone Min	Control Point											Green Zone Max
P09	Police Chief	116,257	Subject to City's Merit Guidelines			139,508	Subject to City's Merit Guidelines										170,510	193,761
P08	Deputy Chief	89,429	Subject to City's Merit Guidelines			107,314	Subject to City's Merit Guidelines										131,162	149,048
P07	Police Captain	74,524	Subject to City's Merit Guidelines			89,429	Subject to City's Merit Guidelines										109,302	124,206
P06	Police Lieutenant	64,835	Subject to City's Merit Guidelines			77,802	Subject to City's Merit Guidelines										95,092	108,059
		75%	79%	83%	87%	90%	92%	94%	96%	98%	100%	102%	104%	106%	108%	110%	125%	
		<b>Range Steps</b>																
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Max	
P05	Police Sergeant	56,390	59,397	62,404	65,161	67,667	69,171	70,675	72,179	73,682	75,186	76,690	78,193	79,697	81,201	82,705	93,983	
P04	Police Corporal	49,021	51,635	54,250	56,646	58,825	60,132	61,439	62,747	64,054	65,361	66,668	67,975	69,283	70,590	71,897	81,701	
P03	Police Officer III	42,644	44,919	47,193	49,278	51,173	52,310	53,447	54,585	55,722	56,859	57,996	59,133	60,271	61,408	62,545	71,074	
P02	Police Officer II	37,097	39,075	41,053	42,867	44,516	45,505	46,494	47,484	48,473	49,462	50,451	51,440	52,430	53,419	54,408	61,828	
P01	Police Officer I							41,513	42,396	43,280	44,163	45,046	45,930	46,813			46,813	

		Step Rates by Percent Increase															Avg
P05			5.33%	5.06%	4.42%	3.85%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.78%
P04			5.33%	5.06%	4.42%	3.85%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.78%
P03			5.33%	5.06%	4.42%	3.85%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.78%
P02			5.33%	5.06%	4.42%	3.85%	2.22%	2.17%	2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	2.78%
P01									2.13%	2.08%	2.04%	2.00%	1.96%	1.92%	1.89%	1.85%	1.98%

**Administrative Guidelines**

- A. Frequency of step increases for PO I (P01) is twice a year up to Step 12; thereafter, all step increases are on an annual basis for those on Step 12, then frozen on Step 13. Employees in PO1 Step 7 will become eligible for step progression with the first scheduled bi-annual raise after achieving sworn status.
- B. Frequency of step increases for PO II (P02) is twice a year 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 should be to the step that is the closest to a 5% increase of current salary.
- F. Normal promotional increase from Police Corporal to Police Sergeant should be to the step that is the closest to a 10% increase of current salary.
- G. Normal promotional increase of two ranks (i.e., from PO II to Police Corporal or PO III to Police Sergeant) should be to the step that is the closest to a 10% increase of current salary.
- H. Normal promotional increases to the grades of P04 through P09 will be to the Green Zone Minimum (Step 5), if the promotional increase directed by the preceding rules does not bring the new salary to the Green Zone Minimum.
- I. 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.
- J. 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.
- K. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- L. 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.
- M. 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.
- N. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- O. All employees must be paid at least the range minimums of their assigned rank within the salary structure.
- P. Lateral hires that are certified with between two and four years of service will be hired at Step 9 for Police Officer I (PO1)
  - with at least five but less than seven years of service will be hired at Step 6 for Police Officer II (PO2)
  - with at least seven but less than nine years of service will be hired at Step 8 for Police Officer II (PO2)
  - with at least nine but less than eleven years of service will be hired at Step 4 for Police Officer III (PO3)
  - with at least eleven but less than thirteen years of service will be hired at Step 5 for Police Officer III (PO3)
  - with at least thirteen but less than fifteen years of service will be hired at Step 8 for Police Officer III (PO3)
  - with at least fifteen or more years of service will be hired at Step 10 for Police Officer III (PO3)