Current FY25 Pay Plan												
Grade		Scheduled Hours	Hourly Min						5% above	5% above Annu		Max
15	Police Trainee	2080	$ 20.19	$	41,996.19					$ -		
16	Police Officer	2229.5	$ 21.20	$	47,265.40				$ 22.26	$ 49,628.67	$	70,886.40
17	Police Detective	2080	$ 23.86	$	49,628.80				$ 25.05	$ 52,110.24	$	74,443.20
18	Police Sergeant	2229.5	$ 23.38	$	52,125.71				$ 24.55	$ 54,732.00	$	78,156.00
18	Police Sergeant	2080	$ 25.05	$	52,104.00				$ 26.30	$ 54,709.20	$	78,156.00
21	Police Lieutenant	2229.5	$ 27.06	$	60,330.27				$ 28.41	$ 63,346.78	$	90,708.00
24	Police Captain	2080	$ 33.57	$	69,826.60				$ 35.25	$ 73,317.93	$	104,738.40

Proposed Plan											
		Scheduled Hours	Hourly Min			Min +2.5%			2.50%		Max
P1	Police Trainee	2080	$ 22.24	$	46,255.24						
P2	Police Officer	2229.5	$ 23.35	$	52,058.83	$ 23.93	$	53,360.30	$ 24.53	$ 54,694.30	$ 78,088.24
P3	Police Detective	2080	$ 25.76	$	53,578.09						$ 80,367.14
P4	Police Sergeant	2229.5	$ 26.99	$	60,163.73						$ 90,245.60
P4	Police Sergeant	2080	$ 26.99	$	56,129.43						$ 84,194.15
P5	Police Lieutenant	2229.5	$ 29.68	$	66,180.11						$ 99,270.16
P6	Police Captain	2080	$ 34.14	$	71,003.73						$ 106,505.59

Proposed Plan Option A w/ COL applied July 1, 2025											
	Proposed COL Amount		1.035			2.50%			2.50%		Max
P1	Police Trainee	2080	$ 23.02	$	47,874.17						
P2	Police Officer	2229.5	$ 24.17	$	53,880.88	$ 24.77	$	55,227.91	$ 25.39	$ 56,608.60	$ 80,821.33
P3	Police Detective	2080	$ 27.30	$	56,773.64						$ 85,160.46
P4	Police Sergeant	2229.5	$ 27.93	$	62,269.46						$ 93,404.20
P4	Police Sergeant	2080	$ 27.93	$	58,093.96						$ 87,140.94
P5	Police Lieutenant	2229.5	$ 30.72	$	68,496.41						$ 102,744.62
P6	Police Captain	2080	$ 35.33	$	73,488.86						$ 110,233.29

PROPOSED INCENTIVES (JULY 1, 2025		
Associates	$	1,200.00
Bachelors	$	2,400.00
Masters	$	3,600.00
Intermediate	$	1,400.00
Advanced	$	1,600.00
Language	$	2,000.00

Employee will only get $1200 per degree level and only for one degree at that level. For example a current employee with an Associates and Bachelor's Degree will get $2,400. If they then obtained a Master's Degree they would get another $1200.

Sample New Hire with BLET		
Base Annual	$	52,058.83
Bachelors Degree	$	2,400.00
Starting Base Annual	$	54,458.83
End of 6 months 2.5%	$	55,820.30
End of 1 y - 2.5%	$	58,611.31

Sample New Hire with 3 years of Experience - Comparison				
		Asheville		Brevard (Proposal)
Base Annual	$	53,938.04	$	54,694.30
Bachelors Degree	$	1,618.14	$	2,400.00
Foreign Language	$	1,618.14	$	2,000.00
Intermediate Cert	$	1,618.14	$	1,400.00
Total Salary	$	58,792.46	$	60,494.30