

**Competitive Base Salary Increase**

	<b>May 14, 2024</b>	<b>July 1, 2026</b>	<b>%</b>	<b>Difference</b>
<b>Officer</b>	\$54,000	\$59,400	10%	\$5400
<b>PFC</b>	\$58,000	\$62,964	8.5%	\$4964
<b>Corporal</b>	\$62,000	\$66,742	7.6%	\$4742
<b>Sergeant</b>	\$66,000	\$73,416	11.2%	\$7416
<b>Chief</b>	\$92,000	0	0	0
<b>Total</b>	<b>\$36,000</b>			<b>\$22,522</b>

- 10% increase to the Officer Salary
- 8.5% increase to the PFC Salary
- 7.6% increase to the Corporal Salary
- 11.2% increase to the Sergeant Salary

This would create a set structure between each rank.  
Officer to PFC and PFC to Corporal 6% Corporal to Sergeant 10%.

Last increase 2024

Total Cost: \$22,522

**Police Department Starting Salaries**

<b>Agency</b>	<b>Officer</b>	<b>PFC</b>	<b>Corporal</b>	<b>Sergeant</b>	<b>Captain</b>	<b>Deputy Chief</b>	<b>Chief</b>
<b>Prince George's PD</b>	\$70,257	\$70,976	\$76,032	\$85,535	\$106,311		
<b>Riverdale Park</b>	\$73,008	\$78,915	\$86,029	\$95,491		\$122,387	\$133,453
<b>Bladensburg</b>	\$69,284	\$71,363	\$77,147	\$84,677			\$131,476
<b>University Park PD</b>	\$65,102	\$67,946	\$79,822	\$88,366	\$125,656		\$157,075
<b>Laurel City PD</b>	\$65,064	\$68,967	\$77,492	\$85,241			
<b>Cheverly PD</b>	\$64,788	\$67,380	\$71,422	\$77,136		\$120,524	\$139,400
<b>Greenbelt PD</b>	\$61,568	\$66,435	\$71,656	\$83,408	\$128,043	\$139,113	\$146,751
<b>Forest Heights</b>	\$61,339	\$70,325	\$75,254	\$80,517		\$96,491	\$108,000
<b>Mount Rainer PD</b>	\$61,453	\$65,142	\$69,701				
<b>Upper Marlboro PD</b>	\$58,411	\$61,687	\$63,870	\$67,582	\$87,344		\$96,460
<b>Colmar Manor PD</b>	\$55,000	\$58,750		\$75,000			
<b>Cottage City PD</b>	<b>\$54,000</b>	<b>\$58,000</b>	<b>\$62,000</b>	<b>\$66,000</b>			<b>\$92,000</b>
<b>Morningside PD</b>	\$52,000	\$56,160	\$61,693	\$69,888			\$75,000
<b>Edmonston PD</b>	\$51,127	\$54,775	\$60,235	\$61,152			
<b>Average</b>	<b>\$62,184</b>	<b>\$66,063</b>	<b>\$72,529</b>	<b>\$79,499</b>			<b>\$123,451</b>
<b>Under Average</b>	<b>-\$8184</b>	<b>-\$8063</b>	<b>-\$10,529</b>	<b>-\$13,499</b>	<b>N/A</b>	<b>N/A</b>	<b>-\$31,451</b>

<b>New Salary for CC</b>	<b>\$59,400</b>	<b>\$62,964</b>	<b>\$66,742</b>	<b>\$73,416</b>			<b>\$92,000</b>
<b>Under Average</b>	<b>-\$2784</b>	<b>-\$3099</b>	<b>-\$5787</b>	<b>-\$6083</b>	<b>N/A</b>	<b>N/A</b>	<b>-\$31,451</b>

## Signing Bonus

\$5000

- Other Departments \$5000-\$20,000 some pay one lump payment.
- Cheaper to pay a one-time bonus than to raise the entire department's base salary.
- Does not affect the pay scale or other benefits.

**-Spread out over 3 years.**

### **Year 1**

Actual Salary - \$59,400

Bonus rolled into salary - \$2000

Total Salary - \$61,400

### **Year 2**

Actual Salary - \$61,182

Bonus rolled into salary - \$2000

Total Salary - \$63,182

### **Year 3**

Actual Salary - \$63,017

Bonus rolled into salary - \$1000

Total Salary - \$64,017

## **Bi-Lingual Language Interpreter Pay**

\$1400 annually.

- Paying for doing extra work
- Reward for a skill.
- Incentivize Diversity.
- Does not affect base salary, overtime, holiday pay or other benefits.

## Retention Longevity Bonus

- Officer has to stay at least 5 years to receive bonus.
- Does not affect base salary, overtime, holiday pay or other benefits

5 year anniversary \$2500  
10 year anniversary \$5000  
15 year anniversary \$7500  
20 year anniversary \$10,000

**There is No Pay Out at this time.**

## Cottage City Police Pay Scale

Rank	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>Clerk</b>	\$52,000	\$53,560	\$55,167	\$56,822	\$58,526	\$60,282	\$62,091	\$63,953	\$65,872	\$67,848
<b>Officer</b>	\$59,400	\$61,182	\$63,017	\$64,908	\$66,855	\$68,861	\$70,927	\$73,055	\$75,246	\$77,504
<b>Private</b>	\$62,964	\$64,853	\$66,799	\$68,802	\$70,867	\$72,993	\$75,182	\$77,438	\$79,761	\$82,154
<b>Corporal</b>	\$66,742	\$68,744	\$70,807	\$72,931	\$75,119	\$77,372	\$79,693	\$82,084	\$84,547	\$87,083
<b>Sergeant</b>	\$73,416	\$75,618	\$77,887	\$80,224	\$82,630	\$85,109	\$87,663	\$90,292	\$93,001	\$95,791

	Step 11	Step 12	Step 13	Step 14	Step 15
<b>Clerk</b>	\$69,884	\$71,980	\$74,140	\$76,364	\$78,655
<b>Officer</b>	\$79,829	\$82,223	\$84,690	\$87,231	\$89,848
<b>Private</b>	\$84,618	\$87,157	\$89,772	\$92,465	\$95,239
<b>Corporal</b>	\$89,696	\$92,387	\$95,158	\$98,013	\$100,953
<b>Sergeant</b>	\$98,665	\$101,625	\$104,674	\$107,814	\$111,048

It is a predictable and transparent growth path for personnel

20-Year Step Model. Steps 1-10 every year. Steps 11-20 Every 2 years  
 Defined Rank Hierarchy and Promotion Incentives

3% increase between steps

Officer to Private: 6% increase

Private to Corporal: 6% increase

Corporal to Sergeant: 10% increase

**A Pay Scale has No Cost**

## Full Time Clerk Position

\$52,000 annually.

- Currently paying a significant markup to a third-party staffing agency.
- Paying \$38.00 an hour for **30** hours of work = \$59,280.
- By hiring our clerk, we get **40** hours of work = \$52,000.
- Eliminate the middleman and save money, while gaining more hours of service.

Cost Component	Current (Temp Agency)	Proposed (Full-Time Hire)	<b>Savings</b>
Hourly Rate	\$38.00 (30 hours)	\$25.00 (40 hours)	\$13.00
Annualized Cost	\$59,280	\$52,000	<b>\$7,280</b>

**-Permanent position would Save Money.**