

Realigning percentages between grades to avoid leapfrogging and compression:

From Rank	To Rank	Percent Between Ranks
Police Officer	Administrative Officer / Detective *	5%
Administrative Officer / Detective	Police Corporal	5%
Police Corporal	Police Sergeant	10%
Police Sergeant	Police Lieutenant	10%
Police Lieutenant	Police Major / Captain	10%
Police Major / Captain	Police Chief	40%

Rank	Average Scale Increase Percent
Police Officer	8.0%
Administrative Officer / Detective	8.1%
Police Corporal *	7.0%
Police Sergeant	8.1%
Police Lieutenant	13.2%
Police Major / Captain	7.7%
Police Chief	8.1%

* Additional Lump Sum to 8%

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