

Cf qr vgf Salary  
Schedules  
2015-2016

**Pasadena Independent School District**

**TEACHER HIRING SALARY SCHEDULE**

For School Year 2015/2016

Pay Grade		T07		T08		T09		T10	
		Bachelor Teacher		Master Teacher		Bachelor Content Specialist		Master Content Specialist	
PISD Exp. 9/1/2015	PISD Hiring Level 9/1/2015	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY
0	1	268.0749	50,130	273.4225	51,130	330.6773	72,749	335.2228	73,749
1	2	270.2140	50,530	275.5615	51,530	332.4955	73,149	337.0410	74,149
2	3	272.3530	50,930	277.7006	51,930	334.3137	73,549	338.8591	74,549
3	4	274.4920	51,330	279.8396	52,330	336.1319	73,949	340.6773	74,949
4	5	276.6311	51,730	281.9787	52,730	337.9500	74,349	342.4955	75,349
5	6	281.7648	52,690	287.1123	53,690	343.3137	75,529	347.8591	76,529
6	7	283.8450	53,079	289.1926	54,079	345.0546	75,912	349.6000	76,912
7	8	285.9145	53,466	291.2621	54,466	346.7773	76,291	351.3228	77,291
8	9	287.9947	53,855	293.3423	54,855	348.5182	76,674	353.0637	77,674
9	10	290.1337	54,255	295.4813	55,255	350.3364	77,074	354.8819	78,074
10	11	292.2193	54,645	297.5669	55,645	351.2000	77,264	355.7455	78,264
11	12	294.3583	55,045	299.7059	56,045	353.0182	77,664	357.5637	78,664
12	13	296.3744	55,422	301.7220	56,422	354.7319	78,041	359.2773	79,041
13	14	298.5134	55,822	303.8610	56,822	356.5500	78,441	361.0955	79,441
14	15	300.6525	56,222	306.0000	57,222	358.3682	78,841	362.9137	79,841
15	16	302.7915	56,622	308.1391	57,622	360.1864	79,241	364.7319	80,241
16	17	305.0161	57,038	310.3637	58,038	362.0773	79,657	366.6228	80,657
17	18	307.2621	57,458	312.6097	58,458	363.9864	80,077	368.5319	81,077
18	19	309.5081	57,878	314.8557	58,878	365.8955	80,497	370.4410	81,497
19	20	312.1819	58,378	317.5295	59,378	368.1682	80,997	372.7137	81,997
20	21	314.8557	58,878	320.2033	59,878	370.4410	81,497	374.9864	82,497
21	22	317.6364	59,398	322.9840	60,398	372.8046	82,017	377.3500	83,017
22	23	320.4172	59,918	325.7648	60,918	375.1682	82,537	379.7137	83,537
23	24	323.1979	60,438	328.5455	61,438	377.5319	83,057	382.0773	84,057
24	25	326.0321	60,968	331.3797	61,968	379.9410	83,587	384.4864	84,587
25	26	328.9198	61,508	334.2674	62,508	382.3955	84,127	386.9410	85,127
26	27	331.8610	62,058	337.2086	63,058	384.8955	84,677	389.4410	85,677
27	28	334.8557	62,618	340.2033	63,618	387.4410	85,237	391.9864	86,237
28	29	337.9038	63,188	343.2514	64,188	390.0319	85,807	394.5773	86,807
29	30	341.0054	63,768	346.3530	64,768	392.6682	86,387	397.2137	87,387
30	31	344.1605	64,358	349.5081	65,358	395.3500	86,977	399.8955	87,977

**RANGE:**

<b>MINIMUM</b>	268.0749	50,130	273.4225	51,130	330.6773	72,749	335.2228	73,749
<b>MIDPOINT</b>	306.1177	57,244	311.4653	58,244	363.0137	79,863	367.5592	80,863
<b>MAXIMUM</b>	344.1605	64,358	349.5081	65,358	395.3500	86,977	399.8955	87,977

**THIS HIRING SCHEDULE IS FOR THE 2015/2016 SCHOOL YEAR ONLY**

**Paraprofessional Salary Schedule  
for School Year 2015/2016**

		C02	C03	C04	C05	C06
Min.		\$97.1448	\$104.1994	\$113.2755	\$135.0853	\$150.3915
Mid-Pt		\$112.4819	\$120.1877	\$136.0893	\$159.9480	\$177.8398
Max.		\$127.8189	\$136.1760	\$158.9030	\$184.8106	\$205.2880
		Daily Rates:				
Exp.	Level					
0	1	\$97.1448	\$104.1994	\$113.2755	\$135.0853	\$150.3915
1	2	\$98.3718	\$105.4784	\$115.1005	\$137.0743	\$152.5875
2	3	\$99.5988	\$106.7574	\$116.9255	\$139.0633	\$154.7835
3	4	\$100.8258	\$108.0364	\$118.7505	\$141.0523	\$156.9795
4	5	\$102.0528	\$109.3154	\$120.5755	\$143.0413	\$159.1755
5	6	\$103.2798	\$110.5944	\$122.4005	\$145.0303	\$161.3715
6	7	\$104.5068	\$111.8734	\$124.2255	\$147.0193	\$163.5675
7	8	\$105.7338	\$113.1524	\$126.0505	\$149.0083	\$165.7635
8	9	\$106.9608	\$114.4314	\$127.8755	\$150.9973	\$167.9595
9	10	\$108.1878	\$115.7104	\$129.7005	\$152.9863	\$170.1555
10	11	\$109.4148	\$116.9894	\$131.5255	\$154.9753	\$172.3515
11	12	\$110.6418	\$118.2684	\$133.3505	\$156.9643	\$174.5475
12	13	\$111.8688	\$119.5474	\$135.1755	\$158.9533	\$176.7435
13	14	\$113.0958	\$120.8264	\$137.0005	\$160.9423	\$178.9395
14	15	\$114.3228	\$122.1054	\$138.8255	\$162.9313	\$181.1355
15	16	\$115.5498	\$123.3844	\$140.6505	\$164.9203	\$183.3315
16	17	\$116.7768	\$124.6634	\$142.4755	\$166.9093	\$185.5275
17	18	\$118.0038	\$125.9424	\$144.3005	\$168.8983	\$187.7235
18	19	\$119.2307	\$127.2216	\$146.1258	\$170.8874	\$189.9191
19	20	\$120.4576	\$128.5008	\$147.9511	\$172.8764	\$192.1147
20	21	\$121.6845	\$129.7800	\$149.7764	\$174.8654	\$194.3102
21	22	\$122.9114	\$131.0592	\$151.6018	\$176.8545	\$196.5058
22	23	\$124.1382	\$132.3384	\$153.4271	\$178.8435	\$198.7013
23	24	\$125.3651	\$133.6176	\$155.2524	\$180.8326	\$200.8969
24	25	\$126.5920	\$134.8968	\$157.0777	\$182.8216	\$203.0925
25	26	\$127.8189	\$136.1760	\$158.9030	\$184.8106	\$205.2880

**OFFICE MANAGER SALARY SCHEDULE**

GRADE		Minimum	Midpoint	Maximum
S01	Daily Rate	167.4661	203.3047	239.1433
	12-month Salary	\$ 40,192	\$ 48,793	\$ 57,394
	Superintendent's Office Manager/Board Secretary			
S02	Daily Rate	155.9107	187.5532	219.1957
	12-month Salary	\$ 37,419	\$ 45,013	\$ 52,607
	Superintendent's Executive Assistant			

**ADMINISTRATIVE SUPPORT - NON-EXEMPT  
For Fiscal Year 2015/2016**

		N01	N02	N03	N04	N05	N06	N07	N08	N09	N10	N11	N12	N13	N14
Min		74.5114	83.4701	89.6844	96.7607	104.0644	116.2937	130.4426	148.9394	163.1551	178.1633	193.1566	208.1700	223.1999	238.1986
Mid		92.1759	102.9395	112.3510	119.6551	131.0412	145.0426	161.6963	185.2787	203.2389	221.9990	240.7438	259.5087	278.2835	297.0352
Max		109.8404	122.4088	135.0176	142.5495	158.0179	173.7915	192.9499	221.6179	243.3226	265.8347	288.3310	310.8474	333.3672	355.8718
Exp	Level														
0	1	74.5114	83.4701	89.6844	96.7607	104.0644	116.2937	130.4426	148.9394	163.1551	178.1633	193.1566	208.1700	223.1999	238.1986
1	2	75.8116	84.8704	91.4094	98.6008	106.1947	118.5936	132.9431	151.8468	166.3617	181.6702	196.9637	212.2773	227.6065	242.9056
2	3	77.1118	86.2707	93.1344	100.4409	108.3250	120.8935	135.4436	154.7542	169.5683	185.1771	200.7708	216.3846	232.0131	247.6126
3	4	78.4120	87.6710	94.8594	102.2810	110.4553	123.1934	137.9441	157.6616	172.7749	188.6840	204.5779	220.4919	236.4197	252.3196
4	5	79.7122	89.0713	96.5844	104.1211	112.5856	125.4933	140.4446	160.5690	175.9815	192.1909	208.3850	224.5992	240.8263	257.0266
5	6	81.0124	90.4716	98.3094	105.9612	114.7159	127.7932	142.9451	163.4764	179.1881	195.6978	212.1921	228.7065	245.2329	261.7336
6	7	82.3126	91.8719	100.0344	107.8013	116.8462	130.0931	145.4456	166.3838	182.3947	199.2047	215.9992	232.8138	249.6395	266.4406
7	8	83.6128	93.2722	101.7594	109.6414	118.9765	132.3930	147.9461	169.2912	185.6013	202.7116	219.8063	236.9211	254.0461	271.1476
8	9	84.9130	94.6725	103.4844	111.4815	121.1068	134.6929	150.4466	172.1986	188.8079	206.2185	223.6134	241.0284	258.4527	275.8546
9	10	86.2132	96.0728	105.2094	113.3216	123.2371	136.9928	152.9471	175.1060	192.0145	209.7254	227.4205	245.1357	262.8593	280.5616
10	11	87.5134	97.4731	106.9344	115.1617	125.3674	139.2927	155.4476	178.0134	195.2211	213.2323	231.2276	249.2430	267.2659	285.2686
11	12	88.8137	98.8734	108.6595	117.0019	127.4976	141.5926	157.9480	180.9208	198.4277	216.7392	235.0347	253.3504	271.6725	289.9756
12	13	90.1139	100.2736	110.3846	118.8420	129.6279	143.8925	160.4484	183.8282	201.6344	220.2460	238.8418	257.4577	276.0790	294.6826
13	14	91.4142	101.6739	112.1096	120.6821	131.7582	146.1923	162.9488	186.7356	204.8410	223.7529	242.6490	261.5651	280.4856	299.3896
14	15	92.7144	103.0742	113.8347	122.5223	133.8885	148.4922	165.4492	189.6430	208.0476	227.2598	246.4561	265.6724	284.8922	304.0966
15	16	94.0216	104.4745	115.5600	124.3627	136.0181	150.7920	167.9496	192.5499	211.2546	230.7667	250.2630	269.7794	289.2992	308.8037
16	17	95.4175	106.0071	117.2845	126.2131	138.1481	153.0922	170.4496	195.4567	214.4614	234.2735	254.0698	273.8862	293.7060	313.5106
17	18	97.0214	107.7654	119.0494	128.0522	140.2779	155.3921	172.9496	198.3635	217.6682	237.7803	257.8766	277.9930	298.1128	318.2174
18	19	98.6197	109.5286	120.7448	129.7524	142.4079	157.6924	175.4496	201.2703	220.8750	241.2871	261.6834	282.0998	302.5196	322.9242
19	20	100.2214	111.2895	122.5471	131.4919	144.5779	159.9920	177.9496	204.1771	224.0818	244.7939	265.4902	286.2066	306.9264	327.6310
20	21	101.8221	113.4349	125.1035	133.3312	146.8179	162.2916	180.4496	207.0839	227.2886	248.3007	269.2970	290.3134	311.3332	332.3378
21	22	103.4198	115.1946	126.7063	135.1714	149.0579	164.5916	182.9499	209.9907	230.4954	251.8075	273.1038	294.4202	315.7400	337.0446
22	23	105.0204	116.9569	128.3078	137.0119	151.2979	166.8915	185.4499	212.8975	233.7022	255.3143	276.9106	298.5270	320.1468	341.7514
23	24	106.6210	118.7200	129.9415	138.8516	153.5379	169.1918	187.9499	215.8043	236.9090	258.8211	280.7174	302.6338	324.5536	346.4582
24	25	108.2174	120.4794	132.5070	140.6919	155.7779	171.4917	190.4499	218.7111	240.1158	262.3279	284.5242	306.7406	328.9604	351.1650
25	26	109.8404	122.4088	135.0176	142.5495	158.0179	173.7915	192.9499	221.6179	243.3226	265.8347	288.3310	310.8474	333.3672	355.8718

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2015-2016**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A00</b>	Daily Rate	\$325.5363	\$414.3265	\$503.1166
	190 Days	\$61,852	\$78,722	\$95,592
	195 Days	\$63,480	\$80,794	\$98,108
	205 Days	\$66,735	\$84,937	\$103,139
	225 Days	\$73,246	\$93,223	\$113,201
	240 Days	\$78,129	\$99,438	\$120,748

Counselor (all levels)  
Counselor, Special Education

Counselor/Parent Coordinator  
Lead Counselor

<b>A01</b>	Daily Rate	\$325.5363	\$414.3265	\$503.1166
	190 Days	\$61,852	\$78,722	\$95,592
	195 Days	\$63,480	\$80,794	\$98,108
	205 Days	\$66,735	\$84,937	\$103,139
	225 Days	\$73,246	\$93,223	\$113,201
	240 Days	\$78,129	\$99,438	\$120,748

Campus Coordinator, Gear Up Program  
CATE Program Coordinator  
Coordinator, Alumni Development  
Coordinator, College NOW  
Coordinator, Duel Credit Program  
Coordinator, Special Projects  
Coordinator, Wireless Infrastructure  
Drop-Out Recovery Coordinator  
Educational Diagnostician  
H.S. Campus Athletic Coordinator  
Insr. Materials Digital Manager

Instr. Technology Trainer  
Library Services Manager  
LSSP  
Occupational Therapist  
PEIMS Coordinator  
Physical Therapist  
Programmer/Analyst, Coordinator  
Social Worker  
Specialist, 21st Century Family Engagement  
Specialist, CTE PBMAS Compliance

Adopted by PISD School Board: May 19, 2015

THIS SALARY SCHEDULE IS GOOD FOR THE 2015/2016  
SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2015-2016**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A02</b>	Daily Rate	\$349.7513	\$441.2494	\$532.7474
	200 Days	\$69,950	\$88,250	\$106,549
	215 Days	\$75,197	\$94,869	\$114,541
	225 Days	\$78,694	\$99,281	\$119,868
	240 Days	\$83,940	\$105,900	\$127,859
	Assistant Director, Athletics		Specialist, ATCP/Staff Development	
	Assistant Director, Cabling Infrastructure		Specialist, Behavior Response	
	Assistant Director, Child Nutrition		Specialist, Bil/ESL K-12 Science	
	Assistant Director, Fine Arts		Specialist, Bil/ESL Math	
	Assistant Director, Technical Services		Specialist, CATE	
	Assistant Director, Transportation		Specialist, Compliance/Accountability	
	Assistant Principal, Elementary School		Specialist, Counselors	
	Assistant Principal, Guidance Center		Specialist, Data	
	Assistant Principal, Intermediate School		Specialist, Elementary	
	Assistant Principal, Middle School		Specialist, ESL/Bilingual/Migrant	
	Assistant Principal, Summit		Specialist, Foreign Lang./Social Studies	
	Assistant Principal, Tegeler		Specialist, Health, PE, Wellness	
	Coordinator, 21st Century		Specialist, Homebound	
	Coordinator, AYP-SES		Specialist, Library Services	
	Coordinator, History Grant		Specialist, Math	
	Coordinator, Infrastructure Systems		Specialist, Nurses	
	Coordinator, Library Services		Specialist, Reading & Language Arts	
	Coordinator, Technical Assistance Grants		Specialist, Science	
	Grant Coordinator, TTIPS		Specialist, Social Studies	
	Internal Auditor		Specialist, Sp Ed K-12 Science	
	Manager, SMS User Support Tech Serv.		Specialist, Special Education	
	Specialist, Assistive Technology		Specialist, Visual Arts	

Adopted by PISD School Board: May 19, 2015

THIS SALARY SCHEDULE IS GOOD FOR THE 2015/2016  
SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2015-2016**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A03</b>	Daily Rate	\$373.9338	\$468.1561	\$562.3784
	210 Days	\$78,526	\$98,313	\$118,099
	220 Days	\$82,265	\$102,994	\$123,723
	240 Days	\$89,744	\$112,357	\$134,971
	Assistant Director, Accounting		Coordinator, Compliance Monitoring	
	Assistant Director, Network Services		Coordinator, Counseling & College Readiness	
	Assistant Principal, High School		Coordinator, Dyslexia/504	
	Assistant Principal, High School, Business		Coordinator, Human Resources	
	Coordinator of Mentoring		Coordinator, Professional Development	
	Coordinator, Advanced Academics		Coordinator, Sp Ed Evaluation Services	
	Coordinator, Behavior Response Team		Coordinator, Sp. Ed.	
	Coordinator, BIL/ESL/Recruiting Migrant		Coordinator, Student Services - Attend.	
<b>A04</b>	Daily Rate	\$398.1196	\$495.0645	\$592.0093
	220 Days	\$87,586	\$108,914	\$130,242
	240 Days	\$95,549	\$118,815	\$142,082
		Coordinator, Library/Textbooks		Director, Maintenance
	Director, Alternative Teacher Certification		Director, Operations	
	Director, Athletics		Director, Purchasing	
	Director, Buildings & Grounds		Director, Schools/Community Relations	
	Director, Business Application Services		Director, Student Management Services	
	Director, Career & Technology		Director, Testing	
	Director, Facilities/Construction		Principal, Guidance Center	
	Director, Fine Arts		Principal, Tegeler Career Center	
	Director, Instructional Technology		Tax Assessor/Collector	
<b>A05</b>	Daily Rate	\$422.3199	\$521.9801	\$621.6402
	220 Days	\$92,910	\$114,836	\$136,761
	240 Days	\$101,357	\$125,275	\$149,194
		Director, Accounting		Director, Student Services
	Director, Assessment/Advanced Academics		Director, Testing	
	Director, Budgets		Director, Transportation	
	Director, Child Nutrition		Exec. Director Career & Tech Ed (CATE)	
	Director, Compliance Monitoring		Principal, Elementary School	
	Director, Network Services		Principal, Middle School	
	Director, Research and Evaluation			

Adopted by PISD School Board: May 19, 2015

THIS SALARY SCHEDULE IS GOOD FOR THE 2015/2016  
SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2015-2016**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A06</b>	Daily Rate	\$446.4992	\$548.8852	\$651.2712
	220 Days	\$98,230	\$120,755	\$143,280
	240 Days	\$107,160	\$131,732	\$156,305

Dean of Instruction/Early College High Sch. Executive Director, Administrative Services Executive Director, C & I Executive Director, Grant Writing Executive Director, Leadership Development	Executive Director, Special Programs Executive Director, Special Projects Executive Director, Prof. Staff Development Principal, Intermediate School Principal, Summit
--	--

<b>A07</b>	Daily Rate	\$470.7012	\$575.8017	\$680.9022
	240 Days	\$112,968	\$138,192	\$163,417

Principal, High School

<b>A08</b>	Daily Rate	\$496.6827	\$619.9287	\$743.1746
	240 Days	\$119,204	\$148,783	\$178,362

Associate Superintendent Chief Technology Officer	General Counsel
--	-----------------

<b>A09</b>	Daily Rate	\$521.0925	\$663.4787	\$805.8648
	240 Days	\$125,062	\$159,235	\$193,408

Deputy Superintendent

**Administrator salaries are based on the daily rate times the days to be worked in that position.**



## Exempt Salary Schedule FY 2015/2016

Grade	E01	E02	E03	E04	E05	E06
<b>Min</b>	160.1999	176.1525	193.3873	211.6066	232.4864	255.4869
<b>Mid</b>	188.6985	207.5009	227.8638	249.5324	274.2099	301.3759
<b>Max</b>	217.1970	238.8493	262.3402	287.4582	315.9333	347.2649

Exp	Level						
0	1	160.1999	176.1525	193.3873	211.6066	232.4864	255.4869
1	2	162.4799	178.6605	196.1453	214.6406	235.8244	259.1579
2	3	164.7599	181.1685	198.9033	217.6746	239.1624	262.8289
3	4	167.0399	183.6765	201.6613	220.7086	242.5004	266.4999
4	5	169.3199	186.1845	204.4193	223.7426	245.8384	270.1709
5	6	171.5999	188.6925	207.1773	226.7766	249.1764	273.8419
6	7	173.8799	191.2005	209.9353	229.8106	252.5144	277.5129
7	8	176.1599	193.7085	212.6933	232.8446	255.8524	281.1839
8	9	178.4399	196.2165	215.4513	235.8786	259.1904	284.8549
9	10	180.7199	198.7245	218.2093	238.9126	262.5284	288.5259
10	11	182.9999	201.2325	220.9673	241.9466	265.8664	292.1969
11	12	185.2799	203.7405	223.7253	244.9806	269.2044	295.8679
12	13	187.5599	206.2485	226.4833	248.0146	272.5424	299.5389
13	14	189.8399	208.7565	229.2413	251.0486	275.8804	303.2099
14	15	192.1199	211.2645	231.9993	254.0826	279.2184	306.8809
15	16	194.3999	213.7725	234.7573	257.1166	282.5564	310.5519
16	17	196.6799	216.2805	237.5153	260.1506	285.8944	314.2229
17	18	198.9599	218.7885	240.2733	263.1846	289.2324	317.8939
18	19	201.2396	221.2961	243.0316	266.2188	292.5700	321.5653
19	20	203.5192	223.8037	245.7900	269.2530	295.9076	325.2367
20	21	205.7988	226.3113	248.5484	272.2872	299.2453	328.9080
21	22	208.0785	228.8189	251.3067	275.3214	302.5829	332.5794
22	23	210.3581	231.3265	254.0651	278.3556	305.9205	336.2508
23	24	212.6377	233.8341	256.8234	281.3898	309.2581	339.9222
24	25	214.9174	236.3417	259.5818	284.4240	312.5957	343.5936
25	26	217.1970	238.8493	262.3402	287.4582	315.9333	347.2649

		Police Salary Schedule for School Year 2015/2016				
		P03	P04	P05	P06	P07
	Min.	195.3337	275.7247	304.2317		389.3868
	Mid-Pt	224.5837	335.0055	365.0780		438.0602
	Max.	253.8337	394.2863	425.9244		486.7335
		NON-INDEXED STEPS:				
Exp.	Level	Daily Rates:				
0	1	195.3337	275.7247	304.2317		389.3868
1	2	197.6737				
2	3	200.0137				
3	4	202.3537				
4	5	204.6937				
5	6	207.0337				
6	7	209.3737				
7	8	211.7137				
8	9	214.0537				
9	10	216.3937				
10	11	218.7337				
11	12	221.0737				
12	13	223.4137				
13	14	225.7537				
14	15	228.0937				
15	16	230.4337				
16	17	232.7737				
17	18	235.1137				
18	19	237.4537				
19	20	239.7937				
20	21	242.1337				
21	22	244.4737				
22	23	246.8137				
23	24	249.1537				
24	25	251.4937				
25	26	253.8337				

NOTE: The number of years of Time in Service and the years of Time in Position are added together and added to the minimum indicated above to determine the individual's daily rate.

- P03 Police Officer
- P04 Sergeant
- P05 Captain
- P06
- P07 Chief of Police