

| Elm Ridge Police Department Pay Plan (4% increases based on satisfactory performance & District budget feasibility) |                  |              |              |             |           |           |           |           |
|---|------------------|--------------|--------------|-------------|-----------|-----------|-----------|-----------|
|   |                  |              |              |             |           |           |           |           |
| Rank  | None (Certified) | Step 1 (1-2) | Step 2 (3-4) | Step 3 (5+) | Step 4    | Step 5    | Step 6    | Step 7    |
| Police Recruit  | 65,000.00        |              |              |             |           |           |           |           |
| Police Officer  |                  | 77,000.00    | 80,080.00    | 83,283.20   | 86,614.53 | 90,079.11 | 93,682.27 | 97,429.56 |
|   |                  |              |              |             |           |           |           |           |
| Supervisory Rank  | Step 1           | Step 2       | Step 3       | Step 4      |           |           |           |           |
| Sergeant  | 97,429.56        | 101,326.74   | 105,379.81   | 109,595.00  |           |           |           |           |
| Captain   | 109,595.00       | 113,978.80   | 118,537.95   |             |           |           |           |           |
| Asst. Chief of Police   | 118,537.95       | 123,279.47   | 128,210.65   |             |           |           |           |           |
| Chief of Police   | TBD              |              |              |             |           |           |           |           |