

POLICE SPECIAL PAY
Effective October 1, 2025

TCOLE Certification Pay (applicable to all ranks)

	Intermediate	Advanced	Master
Police Current	\$50/month	\$400/month	\$600/month

Educational Incentive Pay (applicable to all ranks)

Pay Rate			
0 - 45 hours	45 hours or more	Max w/o Bachelors	Bachelor's Degree
\$0	Every additional 3 hours credit above 45 hours - \$12 per month	\$240 per month	\$300 per month

Detective Assignment Pay – Senior Corporal Rank Only

Rate: \$100 per month. Applicable only when assigned to investigative duties as a Detective.

Explosive Ordinance Squad Assignment Pay –

Applicable to selected assignments in the Explosive Ordinance Squad as determined by the Police Chief. Rate: \$100 per month. Sergeant and ranks below.

Field Training Officer Pay – Senior Corporal Rank Only

Rate: \$100 per month. Applicable only when assigned as a primary field training officer (including and in addition to the 0.6 hours of overtime pay for training and 1.0 hours of overtime pay to complete the DOR and End of Phase Evaluation Report).

Narcotics Hazardous Material Interdiction Team –

Applicable to selected positions in the Narcotics Division (Clandestine Lab Squad) as determined by the Police Chief and approved by the Director of Human Resources.
Rate: \$100/month. Ranks of Sergeant and below.

Patrol Duty Pay (applicable to ranks of Police Sergeant and ranks below) –

Paid for assignment to the Patrol, Traffic, Special Operations Divisions, and the Gang Unit.

6 Years Service	\$100 per month
8 Years Service	\$125 per month
10 Years Service	\$150 per month

Longevity Pay (applicable to all ranks) –

Rate: \$4 per month for each year of service completed
Maximum: \$100 per month for 25 years of service

Shift Assignment Pay rates (applicable to all ranks):

- * 3.5% for Officers assigned to a shift where at least half of the shift is between the hours of 6:00 p.m. and 6:00 a.m.
- * 6.5% for Officers assigned to First Watch.

SWAT Unit Assignment Pay - Applicable to selected assignments in the SWAT Unit as determined by the Police Chief. Rate: \$100 per month. Sergeant and ranks below.

Language Skills Assignment Pay - To be paid in accordance with Administrative Directive 3-37.