



**CIVIL SERVICE COMMISSION  
CITY AND COUNTY OF SAN FRANCISCO**

**LONDON N. BREED  
MAYOR**

**Sent Via Electronic Mail**

July 27, 2023

**NOTICE OF CIVIL SERVICE COMMISSION MEETING**

**SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND  
FIRE FIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE  
OF CALIFORNIA (FY23-24).**

The above matter will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **August 7, 2023, at 2:00 p.m.**

This item will appear on the Consent Agenda. Please refer to the attached Notice for procedural and other information about Commission hearings.

Attendance by you or an authorized representative is welcome. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

CIVIL SERVICE COMMISSION

/s/

SANDRA ENG  
Executive Officer

Attachment

Cc: Chief William Scott, San Francisco Police Department  
Chief Jeanine Nicholson, San Francisco Fire Department  
Ardis Graham, Department of Human Resources  
Tracy McCray, San Francisco Police Officers Association  
Steven Ponder, Department of Human Resources  
Floyd Rollins, San Francisco Firefighters, Local 798  
Alison Romano, Employee Retirement System  
Criss Romero, San Francisco Municipal Executives Association  
Mawuli Tugbenyoh, Department of Human Resources  
Darlene Armanino, Employee Retirement System  
Commission File  
Commissioners' Binder  
Chron

## **NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES**

### **A. Commission Office**

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is [civilservice@sfgov.org](mailto:civilservice@sfgov.org) and the web address is [www.sfgov.org/civilservice/](http://www.sfgov.org/civilservice/). Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

### **B. Policy Requiring Written Reports**

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

### **C. Policy on Written Submissions by Appellants**

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4<sup>th</sup>) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

### **D. Policy on Materials being Considered by the Commission**

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

### **E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement**

**A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.**

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

### **F. Policy and Procedure on Hearing Items Out of Order**

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

### **G. Procedure for Commission Hearings**

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

#### **H. Policy on Audio Recording of Commission Meetings**

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at [www.sfgov.org/civilservice/](http://www.sfgov.org/civilservice/).

#### **I. Speaking before the Civil Service Commission**

Speaker cards are not required. The Commission will take public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended.

#### **J. Public Comment and Due Process**

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

#### **K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings**

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

#### **Information on Disability Access**

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email [civilservice@sfgov.org](mailto:civilservice@sfgov.org) to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

#### **Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)**

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: [soff@sfgov.org](mailto:soff@sfgov.org), or on the City's website at [www.sfgov.org/bdsupvrs/sunshine](http://www.sfgov.org/bdsupvrs/sunshine).

#### **San Francisco Lobbyist Ordinance**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.



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**DATE:** August 7, 2023

**TO:** The Honorable Civil Service Commission

**FROM:** Carol Isen,  
Human Resources Director

**SUBJECT:** SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND  
FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE OF  
CALIFORNIA (USING MOST RECENTLY AVAILABLE DECENNIAL CENSUS  
FIGURES).

**RECOMMENDATION:** ADOPT REPORT; TRANSMIT RATES TO THE RETIREMENT SYSTEM IN  
ACCORDANCE WITH CHARTER SECTION A8.590-1 THROUGH A8.590-7.  
PROVIDE REPORT TO THE BOARD OF SUPERVISORS

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### **BACKGROUND AND ISSUES**

In November 1990, the electorate passed Proposition D, which allows for collective bargaining to set wages and working conditions of the uniformed force of the Police and Fire Departments. Charter Sections A8.590-1 through A8.590-7 requires that the rates of pay for retired Police Officers and Firefighters shall be based on rates that are not lower than the rates that would be established if Charter Section A8.405 were still in effect.

Per Section A8.405 of the Charter, the staff has surveyed rates of compensation paid to Police Officers and Firefighters in all cities of 350,000 population or more in the State of California, based on the 2020 federal decennial census. The cities used in the survey are Bakersfield, Fresno, Long Beach, Los Angeles, Oakland, Sacramento, San Diego, and San Jose. Staff also surveyed compensation paid for police two-wheeled motorcycle duty in these same cities. The results of our survey are attached. Please note this survey reflects the Charter-mandated jurisdictions. The City uses different, regional comparator jurisdictions for salary negotiations.

### **THE FINDINGS**

As of July 1, 2023, the average maximum monthly wage for Police Officers at the agencies in our survey is \$9,835 per month. This is \$1,835 less than the maximum monthly wage currently paid to San Francisco Police Officers. This average maximum monthly rate of \$9,835 is 18.65% below the \$11,670 maximum monthly rate for San Francisco Police Officers. The percent increase between last year's average maximum monthly rate and the current average maximum monthly rate is 6.72%. The rates of pay for Police Department classes, if A8.405 were in effect, are shown in the tables following the survey results.

For Firefighters, the average maximum monthly rate at the agencies in our survey, as of July 1, 2023, is \$9,146, or \$2,526 less than the maximum monthly rate paid to San Francisco Firefighters. This average maximum monthly rate of \$9,146 is 27.62% below the \$11,672 maximum monthly rate for San Francisco Firefighters. The rates of pay for Firefighter classes, if A8.405 were in effect, are shown in the tables following the survey results.

Since the Bureau of Labor Statistics changed the reporting period for the San Francisco metropolitan area Consumer Price Index from monthly to bimonthly, we can no longer report the March-to-March change as provided in the Charter. Therefore, the February CPI rates for San Francisco and the other surveyed cities are indicated in this report. Additionally, the Bureau of Labor Statistics does not report CPI for the San Jose - Santa Clara - Sunnyvale Metropolitan Area. The San Francisco - Oakland - Hayward Metropolitan Area is used in its stead as San Jose was previously included in the San Francisco - Oakland Metropolitan Area. The cost of living for San Francisco increased by 4.87% and the average increase in cost of living for the other cities surveyed was 4.76% during this period. There is a 0.11% difference between the cost of living increase for San Francisco and the cost of living for the cities surveyed.


Section 4 E of Article III in the 2023-2026 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association provides that "employees below the rank of captain assigned to Motorcycle and Honda units shall continue to receive a premium in an amount in accord with current practice pursuant to Charter Section A8.405(b)." The survey results show the average monthly Motorcycle Pay for two-wheel motorcycle traffic duty at the other agencies is \$543 per month. The comparable current rate for San Francisco Police Officers is \$505 per month.

In conclusion, the collectively bargained monthly rates for the Police Officers and Firefighters exceed the average maximum monthly rates as defined by Charter Section A8.405.

#### **RECOMMENDATION**

It is recommended that the Civil Service Commission approve and transmit to the Retirement System and to the Board of Supervisors this survey of rates certified in the attached report in accordance with Charter Sections A8.405 and A8.590-1 through A8.590-7.

Respectfully Submitted,



Steven Ponder

Classification and Compensation Director

**City and County of San Francisco  
POLICE OFFICER SALARY SURVEY**

**Rates of Pay Effective July 1, 2023**

City	Class Title	MC Pay*	Number of Positions**	Monthly Salary	
				Minimum	Maximum
San Francisco	Police Officer	\$505	1,438	\$9,161	\$11,670
Bakersfield	Police Officer	\$348	350	\$5,711	\$6,956
Fresno	Police Officer	\$300	657	\$6,953	\$9,322
Long Beach	Police Officer	\$499	616	\$7,707	\$10,020
Los Angeles	Police Officer II	\$1,075	4,536	\$6,871	\$9,358
Oakland	Police Officer	\$563	675	\$8,042	\$11,263
Sacramento	Police Officer	---	733	\$6,435	\$8,623
San Diego	Police Officer II	\$324	1,000	\$7,662	\$9,256
San Jose	Police Officer	\$694	1,167	\$10,366	\$13,886
Average of Other Cities		\$543		\$7,468	\$9,835

\* Two-Wheeled Motorcycle Pay

\*\* Count may be class specific or include incumbents in all "Officer" rank classes

San Francisco maximum rate exceeds the Average of Other Cities by:	18.65%
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Number of Positions in San Francisco as of July 1, 2023 for Police Officer, Officer II, & Officer III



**City and County of San Francisco  
FIREFIGHTER SALARY SURVEY**

**Rates of Pay Effective July 1, 2023**

City	Class Title	Number of Positions*	Monthly Salary	
			Minimum	Maximum
San Francisco	Firefighter	834	\$7,566	\$11,672
Bakersfield	Firefighter	61	\$5,852	\$7,446
Fresno	Firefighter	116	\$5,990	\$8,433
Long Beach	Firefighter	285	\$7,159	\$8,791
Los Angeles	Firefighter III	1,741	\$7,630	\$9,499
Oakland	Firefighter	159	\$8,225	\$10,824
Sacramento	Firefighter	344	\$6,313	\$8,460
San Diego	Firefighter II	471	\$5,366	\$6,475
San Jose	Fire Engineer	220	\$10,948	\$13,239
Average of Other Cities:			\$7,185	\$9,146

\* Count may be class specific or include incumbents in all "Firefighter" classes

San Francisco maximum rate exceeds Average of Other Cities by:	27.62%
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Number of Positions in San Francisco as of July 1, 2023 for Firefighter Classification

**CONSUMER PRICE INDEX**  
**Urban Wage Earners and Clerical Workers (CPI-W)**

City	February 2022*	February 2023*	Percent Increase	
San Francisco	316.5	331.9	4.87%	
Long Beach	292.7	306.4	4.70%	
Los Angeles	292.7	306.4	4.70%	
Oakland	316.5	331.9	4.87%	
**San Diego	324.4	339.5	4.64%	
***San Jose	316.5	331.9	4.87%	
The average cost of living in all other cities increased by:				4.76%
The cost of living in San Francisco increased by:				4.87%

Note:

The Bureau of Labor Statistics does not compile cost-of-living indexes for Sacramento, Bakersfield, and Fresno.

\* The reporting period for the San Francisco-Oakland-Hayward metropolitan area changed several years ago from monthly to bi-monthly. The rates shown reflect the CPI in February of each year. To maintain consistency, the February CPI rates are indicated for Los Angeles and Long Beach.

\*\* The reporting period for the San Diego-Carlsbad metropolitan area changed in November 2017 from semi-annually to bi-monthly. The rates shown reflect the CPI in March of each year because the Bureau of Labor Statistics publishes CPI for the San Diego-Carlsbad metropolitan area on opposite months as that for the San Francisco-Oakland-San Jose metropolitan area.

\*\*\* The BLS does not report CPI for the San Jose - Santa Clara - Sunnyvale Metropolitan Area. The San Francisco - Oakland - Hayward Metropolitan Area is used in its stead as San Jose was previously included in the San Francisco - Oakland Metropolitan Area

## A8.405 Rates of Pay for Police Classes

Effective Date	Percent increase	July 1, 2023	
		6.72%	
		Biweekly	Monthly
0390	Chief of Police	\$12,623	\$27,456
0395	Assistant Chief	\$11,208	\$24,377
0380	Inspector	\$5,446	\$11,845
0381	Inspector II	\$5,660	\$12,311
0382	Inspector III	\$5,774	\$12,559
0400	Deputy Chief	\$10,626	\$23,111
0401	Deputy Chief II	\$11,049	\$24,032
0402	Deputy Chief III	\$11,264	\$24,500
0488	Commander	\$8,637	\$18,786
0489	Commander II	\$8,982	\$19,535
0490	Commander III	\$9,156	\$19,915
Q 35	Assistant Inspector	\$5,032	\$10,944
Q 35	Assistant Inspector (with 2 years svc)	\$5,446	\$11,845
Q 36	Assistant Inspector II	\$5,233	\$11,382
Q 36	Assistant Inspector II (with 2 years svc)	\$5,660	\$12,311
Q 37	Assistant Inspector III	\$5,337	\$11,607
Q 37	Assistant Inspector III (with 2 years svc)	\$5,774	\$12,559
Q 50	Sergeant	\$5,446	\$11,845
Q 51	Sergeant II	\$5,660	\$12,311
Q 52	Sergeant III	\$5,774	\$12,559
Q 60	Lieutenant	\$6,218	\$13,525
Q 61	Lieutenant II	\$6,469	\$14,070
Q 62	Lieutenant III	\$6,592	\$14,338
Q 63	Criminologist	\$7,303	\$15,885
Q 80	Captain	\$7,303	\$15,885
Q 81	Captain II	\$7,594	\$16,518
Q 82	Captain III	\$7,744	\$16,844
Q 2	Police Officer	<b>Pre- 7/1/1996</b>	<b>7/1/96 to present</b>
		--	1st year
		\$3,576	\$7,778
		1st year	2nd year
		\$4,059	\$8,829
		2nd year	3rd year
		\$4,257	\$9,260
		3rd year	4th year
		\$4,469	\$9,720
		4th year	5th year
		\$4,696	\$10,213
Q 3	Police Officer II	<b>Pre- 7/1/1996</b>	<b>7/1/96 to present</b>
		--	1st year
		\$3,719	\$8,089
		1st year	2nd year
		\$4,219	\$9,176
		2nd year	3rd year
		\$4,428	\$9,631
		3rd year	4th year
		\$4,646	\$10,105
		4th year	5th year
		\$4,882	\$10,619
Q 4	Police Officer III	<b>Pre- 7/1/1996</b>	<b>7/1/96 to present</b>
		--	1st year
		\$3,790	\$8,244
		1st year	2nd year
		\$4,298	\$9,349
		2nd year	3rd year
		\$4,515	\$9,821
		3rd year	4th year
		\$4,737	\$10,303
		4th year	5th year
		\$4,977	\$10,826

## A8.405 Rates of Pay for Fire Classes

Effective Date	Percent increase	July 1, 2023	
		6.72%	
		Biweekly	Monthly
0140	Chief of Department	\$12,623	\$27,456
0150	Deputy Chief of Department	\$10,626	\$23,111
H 51	Assistant Deputy Chief II	\$8,639	\$18,790
H 53	Emergency Medical Services Chief	\$8,639	\$18,790
H 4	Inspector, Bureau of Fire Prevention and Public Safety	\$5,615	\$12,212
H 6	Investigator, Bureau of Fire Investigation	\$5,615	\$12,212
H 9	Community Paramedic	\$5,696	\$12,388
H 10	Chief's Operator	\$5,110	\$11,115
H 16	Technical Training Specialist	\$5,441	\$11,834
H 18	Coordinator of Community Service	\$5,441	\$11,834
H 20	Lieutenant	\$5,447	\$11,848
H 22	Lieutenant, Bureau of Fire Prevention and Public Safety	\$6,153	\$13,382
H 23	Lieutenant, Emergency Medical Services	\$5,447	\$11,848
H 24	Lieutenant, Bureau of Fire Investigation	\$6,153	\$13,382
H 28	Lieutenant, Division of Training	\$6,218	\$13,525
H 30	Captain	\$6,219	\$13,527
H 32	Captain, Bureau of Fire Prevention and Public Safety	\$7,033	\$15,296
H 33	EMS Captain	\$6,219	\$13,527
H 39	Captain, Division of Training	\$7,469	\$16,245
H 40	Battalion Chief	\$7,471	\$16,249
H 42	Assistant Fire Marshall	\$7,471	\$16,249
H 43	EMS Section Chief	\$7,471	\$16,249
H 50	Assistant Chief of Department	\$8,637	\$18,786
H110	Marine Engineer of Fire Boats	\$6,218	\$13,525
H120	Pilot of Fire Boats	\$6,218	\$13,525
H 2	Firefighter		
		Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		\$3,576	\$7,778
		1st year	2nd year
		\$4,059	\$8,829
		2nd year	3rd year
		\$4,257	\$9,260
		3rd year	4th year
		\$4,469	\$9,720
		4th year	5th year
		\$4,696	\$10,213
H 3	Firefighter/Paramedic	\$5,424	\$11,798

## A8.405 Rates of Pay for Abolished Police and Fire Classes

Effective Date	July 1, 2023																											
Percent increase	6.72%																											
	Biweekly	Monthly																										
<b>Police Department</b>																												
0360 Chief of Inspectors	\$10,829	\$23,553																										
0420 Department Secretary	\$8,803	\$19,146																										
0460 Secretary, Police Commission	\$6,337	\$13,783																										
0470 Supervising Captain	\$8,803	\$19,146																										
0480 Director of Traffic	\$10,829	\$23,553																										
0485 Supervising Captain of Patrol	\$8,803	\$19,146																										
0490 Captain of Traffic	\$7,998	\$17,395																										
0520 Police Surgeon	\$4,785	\$10,407																										
Q 20 Police Woman	<table style="border: none; margin: 0 auto;"> <tr> <td style="padding-right: 10px;"><u>Pre-</u></td> <td style="padding-right: 10px;"><u>7/1/96 to</u></td> <td></td> </tr> <tr> <td style="padding-right: 10px;"><u>7/1/1996</u></td> <td style="padding-right: 10px;"><u>present</u></td> <td></td> </tr> <tr> <td style="padding-right: 10px;">--</td> <td style="padding-right: 10px;">1st year</td> <td style="padding-right: 10px;">\$3,644</td> </tr> <tr> <td style="padding-right: 10px;">1st year</td> <td style="padding-right: 10px;">2nd year</td> <td style="padding-right: 10px;">\$4,137</td> </tr> <tr> <td style="padding-right: 10px;">2nd year</td> <td style="padding-right: 10px;">3rd year</td> <td style="padding-right: 10px;">\$4,339</td> </tr> <tr> <td style="padding-right: 10px;">3rd year</td> <td style="padding-right: 10px;">4th year</td> <td style="padding-right: 10px;">\$4,554</td> </tr> <tr> <td style="padding-right: 10px;">4th year</td> <td style="padding-right: 10px;">5th year</td> <td style="padding-right: 10px;">\$4,785</td> </tr> </table>	<u>Pre-</u>	<u>7/1/96 to</u>		<u>7/1/1996</u>	<u>present</u>		--	1st year	\$3,644	1st year	2nd year	\$4,137	2nd year	3rd year	\$4,339	3rd year	4th year	\$4,554	4th year	5th year	\$4,785	<table style="border: none; margin: 0 auto;"> <tr> <td style="padding-right: 10px;">\$7,926</td> </tr> <tr> <td style="padding-right: 10px;">\$8,998</td> </tr> <tr> <td style="padding-right: 10px;">\$9,437</td> </tr> <tr> <td style="padding-right: 10px;">\$9,906</td> </tr> <tr> <td style="padding-right: 10px;">\$10,407</td> </tr> </table>	\$7,926	\$8,998	\$9,437	\$9,906	\$10,407
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\$10,407																												
Q 90 Dir, Police Psych	\$7,779	\$16,919																										
<b>Fire Department</b>																												
0145 Assistant Deputy Chief	\$10,828	\$23,551																										
0155 Secretary to the Chief of Department	\$8,521	\$18,534																										
H 17 Medical Coordinator	\$5,544	\$12,059																										
H 19 Operations-Training Supervisor, Airport	\$5,544	\$12,059																										
H 29 Special Svcs. Officer	\$6,337	\$13,783																										