

FY 2022-2023 Sworn Officer Salary Structure



Position Title	Step Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Police Officer	A	Annual	57,200	59,280	61,651	64,117	66,682	69,349	72,123	75,008	78,008	81,129	84,374	87,749
		Hourly	27.500	28.500	29.640	30.826	32.059	33.341	34.675	36.062	37.504	39.004	40.564	42.187
Detective / Corporal	B	Annual	66,175	68,718	71,467	74,326	77,299	80,391	83,606	86,950	90,428	94,046		
		Hourly	31.815	33.038	34.359	35.733	37.163	38.649	40.195	41.803	43.475	45.214		
Sergeant	C	Annual	75,150	78,156	81,283	84,534	87,915	91,432	95,089	98,893	102,849			
		Hourly	36.130	37.575	39.078	40.641	42.267	43.958	45.716	47.545	49.446			
Captain	D	Annual	98,892	102,847	106,961	111,240	115,689	120,317	125,129					
		Hourly	47.544	49.446	51.424	53.481	55.620	57.845	60.158					
Police Chief	E	Annual	125,131	130,136	135,341	140,755	146,385	152,241						
		Hourly	60.159	62.565	65.068	67.671	70.378	73.193						

Notes:

- 1) Any Sworn Officer being paid less than \$28.50 per hour prior to the effective date of this pay structure will be moved to Step 2 or a higher appropriate step based on experience.
- 2) Newly hired officers will start at a minimum of Step 2.
- 3) Sworn Officers may be eligible for Cost of Living Adjustments starting in 2024.
- 4) The City of Gardner retains the ability to implement a wage freeze in the event of financial difficulty.