City of Charlottesville Police Department Pay Scale

25 YEAR STEP SYSTEM *(Supervisors - time in grade, Officers - years of service)*

Effective 7/1/2022

Hourly Rate

Position	Promotional Increase	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
TIME IN GRADE STEPS																											
Captain, C(0-5)	13.5% Above LT Step 3	$ 54.40	$ 55.33	$ 56.27	$ 57.22	$ 58.20	$ 59.18																				
Lieutenant, L(0-10)	21% Above Sergeant Step 4	$ 45.57	$ 46.34	$ 47.13	$ 47.93	$ 48.75	$ 49.57	$ 50.42	$ 51.27	$ 52.15	$ 53.03	$ 53.93															
Sergeant, S(0-15)	30% Above Officer Step 6	$ 35.20	$ 35.80	$ 36.41	$ 37.03	$ 37.66	$ 38.30	$ 38.95	$ 39.61	$ 40.29	$ 40.97	$ 41.67	$ 42.37	$ 43.10	$ 43.83	$ 44.57	$ 45.33										
Corporal, CP(0-20)	17% Above Officer Step 4	$ 30.38	$ 30.89	$ 31.42	$ 31.95	$ 32.50	$ 33.05	$ 33.61	$ 34.18	$ 34.76	$ 35.36	$ 35.96	$ 36.57	$ 37.19	$ 37.82	$ 38.46	$ 39.12	$ 39.78	$ 40.46	$ 41.15	$ 41.85	$ 42.56					
YEARS OF SERVICE STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Police Officer, (0-25)	6% From Recruit	$ 24.07	$ 24.48	$ 24.90	$ 25.53	$ 25.96	$ 26.63	$ 27.08	$ 27.54	$ 28.01	$ 28.48	$ 29.21	$ 29.71	$ 30.21	$ 30.73	$ 31.25	$ 32.04	$ 32.59	$ 33.14	$ 33.71	$ 34.28	$ 34.86	$ 35.46	$ 36.06	$ 36.67	$ 37.29	$ 37.93
Recruit, R(0-1)		$ 22.71	$ 23.16																								
	Step Increase - Years of Service		1.70%	1.70%	2.55%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%

Annual Salary (based on 2080 hours per year)

Position	Promotional Increase	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
TIME IN GRADE STEPS																											
Captain, C(0-5)	13.5% Above LT Step 3	$ 113,154	$ 115,077	$ 117,034	$ 119,023	$ 121,047	$ 123,104																				
Lieutenant, L(0-10)	21% Above Sergeant Step 4	$ 94,779	$ 96,390	$ 98,028	$ 99,695	$ 101,390	$ 103,113	$ 104,866	$ 106,649	$ 108,462	$ 110,306	$ 112,181															
Sergeant, S(0-15)	30% Above Officer Step 6	$ 73,222	$ 74,467	$ 75,733	$ 77,020	$ 78,329	$ 79,661	$ 81,015	$ 82,392	$ 83,793	$ 85,218	$ 86,666	$ 88,140	$ 89,638	$ 91,162	$ 92,712	$ 94,288										
Corporal, CP(0-20)	17% Above Officer Step 4	$ 63,187	$ 64,261	$ 65,353	$ 66,464	$ 67,594	$ 68,743	$ 69,912	$ 71,101	$ 72,309	$ 73,539	$ 74,789	$ 76,060	$ 77,353	$ 78,668	$ 80,006	$ 81,366	$ 82,749	$ 84,156	$ 85,586	$ 87,041	$ 88,521					
YEARS OF SERVICE STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Police Officer, (0-25)	6% From Recruit	$ 50,066	$ 50,917	$ 51,783	$ 53,103	$ 54,006	$ 55,383	$ 56,324	$ 57,282	$ 58,256	$ 59,246	$ 60,757	$ 61,790	$ 62,840	$ 63,909	$ 64,995	$ 66,652	$ 67,785	$ 68,938	$ 70,110	$ 71,302	$ 72,514	$ 73,746	$ 75,000	$ 76,275	$ 77,572	$ 78,891
Recruit, R(0-1)		$ 47,232	$ 48,177																								
	Step Increase - Years of Service		1.70%	1.70%	2.55%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	2.55%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%