

# Shreveport Police Department

## Proposed 2021 Pay Schedule / 3,900 Annual Starting Pay Increase Base Officer, Corporal and Supervisor Adjustments

| <b>Current Pay Schedule</b>   |                     |               | <b>Funding Required / Approximately \$3,483,000 (Benefit Package – 35%)<br/>2,580,000 x 1.35 = 3,483,000 subtract 2021 Longevity (850,000) = 2,633,000<br/>49 SPD vacant positions (2,646,000) = No additional funding required in 2021</b> |               |               |  |  |  | <b>Proposed 2021 Pay Schedule</b>                          |                     |               |
|---|---------------------|---------------|---|---------------|---------------|--|--|--|--|---------------------|---------------|
| Police Recruit  | City Monthly        | 2,317         | Monthly Base Increase - 391<br>Annual Base Increase - 4,692   |               |               |  |  |  | Police Recruit   | City Monthly        | 2,708         |
|   | City Annual         | 27,804        |   |               |               |  |  |  |  | City Annual         | 32,496        |
|   | State Monthly       | 0             |   |               |               |  |  |  |  | State Monthly       | 0             |
|   | State Annual        | 0             |   |               |               |  |  |  |  | State Annual        | 0             |
|   | <b>Total Annual</b> | <b>27,804</b> |   |               |               |  |  |  |  | <b>Total Annual</b> | <b>32,496</b> |
| Police Officer<br>22% base differential<br>515 / 6,180  | City Monthly        | 2,832         | Base Increase for Officer I - Month 325 / Annual 3,900  |               |               | Police Officer<br>Officer 1 – Sworn - 449 / 5,388<br>17% base differential<br>Officer 2 – 2 Years - 95 / 1,140<br>3% base differential   |  |  | City Monthly   | 3,157               | 3,252         |
|   | City Annual         | 33,984        | Base Increase for Officer II - Month 420 / Annual 5,040   |               |               |  |  |  | City Annual  | 37,884              | 39,024        |
|   | State Monthly       | 500           | 504,000 (100) Officers  |               |               |  |  |  | State Monthly  | 500                 | 500           |
|   | State Annual        | 6,000         | Corporal 1 (70,920) Corporal 2 (78,300)   |               |               |  |  |  | State Annual   | 6,000               | 6,000         |
|   | <b>Total Annual</b> | <b>39,984</b> | Corporal 3 (67,680) Corporal 4 (893,940)  |               |               |  |  |  | <b>Total Annual</b>  | <b>43,884</b>       | <b>45,024</b> |
| Police Corporal<br>5 yrs. (124) 4.4%<br>6 years (59) 2%<br>7 years (60) 2%<br>8 years (58) 2% | City Monthly        | 2,956         | 3,015   | 3,074         | 3,133         | Police Corporal<br>5 yrs. – Corporal I - 98 / 1,176<br>3% base differential<br>6 yrs. – Corporal 2 - 100 / 1,200<br>3% base differential |  |  | City Monthly   | 3,350               | 3,450         |
|   | City Annual         | 35,472        | 36,180  | 36,888        | 37,596        |  |  |  | City Annual  | 40,200              | 41,400        |
|   | State Monthly       | 500           | 500   | 500           | 500           |  |  |  | State Monthly  | 500                 | 500           |
|   | State Annual        | 6,000         | 6,000   | 6,000         | 6,000         |  |  |  | State Annual   | 6,000               | 6,000         |
|   | <b>Total Annual</b> | <b>41,472</b> | <b>42,180</b>   | <b>42,888</b> | <b>43,596</b> |  |  |  | <b>Total Annual</b>  | <b>46,200</b>       | <b>47,400</b> |
| Police Sergeant<br>6% base differential<br>189 / 2,268  | City Monthly        | 3,322         | Monthly Base Increase - 473<br>Annual Base Increase - 5,676<br>561,924 (99) Sergeants   |               |               |  |  |  | Police Sergeant<br>10% base differential<br>345 / 4,140    | City Monthly        | 3,795         |
|   | City Annual         | 39,864        |   |               |               |  |  |  |  | City Annual         | 45,540        |
|   | State Monthly       | 500           |   |               |               |  |  |  |  | State Monthly       | 500           |
|   | State Annual        | 6,000         |   |               |               |  |  |  |  | State Annual        | 6,000         |
|   | <b>Total Annual</b> | <b>45,864</b> |   |               |               |  |  |  |  | <b>Total Annual</b> | <b>51,540</b> |
| Police Lieutenant<br>8.8% base differential<br>291 / 3,492                                    | City Monthly        | 3,613         | Monthly Base Increase - 561<br>Annual Base Increase - 6,732<br>296,208 (44) Lieutenant  |               |               |  |  |  | Police Lieutenant<br>10% base differential<br>379 / 4,548  | City Monthly        | 4,174         |
|   | City Annual         | 43,356        |   |               |               |  |  |  |  | City Annual         | 50,088        |
|   | State Monthly       | 500           |   |               |               |  |  |  |  | State Monthly       | 500           |
|   | State Annual        | 6,000         |   |               |               |  |  |  |  | State Annual        | 6,000         |
|   | <b>Total Annual</b> | <b>49,356</b> |   |               |               |  |  |  |  | <b>Total Annual</b> | <b>56,088</b> |
| Police Captain<br>11.7% base differential<br>422 / 5,064                                      | City Monthly        | 4,035         | Monthly Base Increase - 556<br>Annual Base Increase - 6,672<br>93,408 (14) Captain  |               |               |  |  |  | Police Captain<br>10% base differential<br>417 / 5,004     | City Monthly        | 4,591         |
|   | City Annual         | 48,420        |   |               |               |  |  |  |  | City Annual         | 55,092        |
|   | State Monthly       | 500           |   |               |               |  |  |  |  | State Monthly       | 500           |
|   | State Annual        | 6,000         |   |               |               |  |  |  |  | State Annual        | 6,000         |
|   | <b>Total Annual</b> | <b>54,420</b> |   |               |               |  |  |  |  | <b>Total Annual</b> | <b>61,092</b> |
| Police Assist. Chief<br>20.7% base differential<br>837 / 10,044                               | City Monthly        | 4,872         | Monthly Base Increase - 270<br>Annual Base Increase - 3,240<br>12,960 (4) Assistant Chief   |               |               |  |  |  | Police Asst. Chief<br>12% base differential<br>551 / 6,612 | City Monthly        | 5,142         |
|   | City Annual         | 58,464        |   |               |               |  |  |  |  | City Annual         | 61,704        |
|   | State Monthly       | 500           |   |               |               |  |  |  |  | State Monthly       | 500           |
|   | State Annual        | 6,000         |   |               |               |  |  |  |  | State Annual        | 6,000         |
|   | <b>Total Annual</b> | <b>64,464</b> |   |               |               |  |  |  |  | <b>Total Annual</b> | <b>67,704</b> |

# CITY OF SHREVEPORT

## 2021 Pay Schedule for Municipal Police Civil Service Personnel

### Current Pay Schedule

|  |               |        |        |        |        |        |        |        |              |               |        |               |               |        |                   |               |        |
|--|---------------|--------|--------|--------|--------|--------|--------|--------|--------------|---------------|--------|---------------|---------------|--------|-------------------|---------------|--------|
| Jailer I<br>Start, A, B,<br>C, D, E,<br>Base | City Monthly  | 2,462  | 2,546  | 2,631  | 2,716  | 2,801  | 2,885  | 2,969  | Jailer<br>II | City Monthly  | 3,196  | Jailer<br>III | City Monthly  | 3,508  | Jail<br>Superint. | City Monthly  | 4,035  |
|  | City Annual   | 29,544 | 30,552 | 31,572 | 32,592 | 33,612 | 34,620 | 35,628 |              | City Annual   | 38,352 |               | City Annual   | 42,096 |                   | City Annual   | 48,420 |
|  | State Monthly | 0      | 500    | 500    | 500    | 500    | 500    | 500    |              | State Monthly | 500    |               | State Monthly | 500    |                   | State Monthly | 500    |
|  | State Annual  | 0      | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  |              | State Annual  | 6,000  |               | State Annual  | 6,000  |                   | State Annual  | 6,000  |
|  | Total Annual  | 29,544 | 36,552 | 37,572 | 38,592 | 39,612 | 40,620 | 41,628 |              | Total Annual  | 44,352 |               | Total Annual  | 48,096 |                   | Total Annual  | 54,420 |

### Proposed 2021 Pay Schedule (3% Base Increase)

|  |               |        |        |        |        |        |        |        |              |               |        |               |               |        |                   |               |        |
|--|---------------|--------|--------|--------|--------|--------|--------|--------|--------------|---------------|--------|---------------|---------------|--------|-------------------|---------------|--------|
| Jailer I<br>Start, A, B,<br>C, D, E,<br>Base | City Monthly  | 2,536  | 2,622  | 2,710  | 2,797  | 2,885  | 2,972  | 3,058  | Jailer<br>II | City Monthly  | 3,292  | Jailer<br>III | City Monthly  | 3,613  | Jail<br>Superint. | City Monthly  | 4,724  |
|  | City Annual   | 30,432 | 31,464 | 32,520 | 33,564 | 34,620 | 35,664 | 36,696 |              | City Annual   | 39,504 |               | City Annual   | 43,356 |                   | City Annual   | 56,688 |
|  | State Monthly | 0      | 500    | 500    | 500    | 500    | 500    | 500    |              | State Monthly | 500    |               | State Monthly | 500    |                   | State Monthly | 500    |
|  | State Annual  | 0      | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  | 6,000  |              | State Annual  | 6,000  |               | State Annual  | 6,000  |                   | State Annual  | 6,000  |
|  | Total Annual  | 30,432 | 37,464 | 38,520 | 39,564 | 40,620 | 41,664 | 42,696 |              | Total Annual  | 45,504 |               | Total Annual  | 49,356 |                   | Total Annual  | 62,688 |

| Current<br>2019 Pay Schedule   | Pay schedules do not include longevity accrued by SPD personnel | Proposed<br>2021 Pay Schedule |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|--|---|-------------------------------|----------|--------------|----------|--------------|-----------|--|---|----------------------------|--------------|-------|--------------|-------|--------------|--------|
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="3" style="width: 10%;">Police<br/>Comm. Officer I</td> <td style="width: 10%;">City Monthly</td> <td style="width: 10%;">3,355.22</td> </tr> <tr> <td>Semi-Monthly</td> <td>1,677.61</td> </tr> <tr> <td>Total Annual</td> <td>40,262.64</td> </tr> </table>  | Police<br>Comm. Officer I                                       | City Monthly                  | 3,355.22 | Semi-Monthly | 1,677.61 | Total Annual | 40,262.64 | Minor Adjustment   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="3" style="width: 10%;">Police<br/>Comm. Officer I</td> <td style="width: 10%;">City Monthly</td> <td style="width: 10%;">3,356</td> </tr> <tr> <td>Semi-Monthly</td> <td>1,678</td> </tr> <tr> <td>Total Annual</td> <td>40,272</td> </tr> </table>  | Police<br>Comm. Officer I  | City Monthly | 3,356 | Semi-Monthly | 1,678 | Total Annual | 40,272 |
| Police<br>Comm. Officer I  |   | City Monthly                  | 3,355.22 |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  |   | Semi-Monthly                  | 1,677.61 |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Total Annual  | 40,262.64                     |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
| Police<br>Comm. Officer I  | City Monthly  | 3,356                         |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Semi-Monthly  | 1,678                         |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Total Annual  | 40,272                        |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="3" style="width: 10%;">Police<br/>Comm. Officer II</td> <td style="width: 10%;">City Monthly</td> <td style="width: 10%;">3,561.22</td> </tr> <tr> <td>Semi-Monthly</td> <td>1,780.61</td> </tr> <tr> <td>Total Annual</td> <td>42,734.64</td> </tr> </table> | Police<br>Comm. Officer II                                      | City Monthly                  | 3,561.22 | Semi-Monthly | 1,780.61 | Total Annual | 42,734.64 | Monthly Base Increase 140.78 (4%)<br>Annual Base Increase 1,689.36 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="3" style="width: 10%;">Police<br/>Comm. Officer II</td> <td style="width: 10%;">City Monthly</td> <td style="width: 10%;">3,702</td> </tr> <tr> <td>Semi-Monthly</td> <td>1,851</td> </tr> <tr> <td>Total Annual</td> <td>44,424</td> </tr> </table> | Police<br>Comm. Officer II | City Monthly | 3,702 | Semi-Monthly | 1,851 | Total Annual | 44,424 |
| Police<br>Comm. Officer II   |   | City Monthly                  | 3,561.22 |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  |   | Semi-Monthly                  | 1,780.61 |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Total Annual  | 42,734.64                     |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
| Police<br>Comm. Officer II   | City Monthly  | 3,702                         |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Semi-Monthly  | 1,851                         |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |
|  | Total Annual  | 44,424                        |          |              |          |              |           |  |   |                            |              |       |              |       |              |        |

|                               |                  |     |
|-------------------------------|------------------|-----|
| Monthly Police<br>College Pay | Associate Degree | 100 |
|                               | Bachelor's       | 150 |
|                               | Master's Degree  | 200 |

|                           |        |       |
|---------------------------|--------|-------|
| State Supplemental<br>Pay | Month  | 500   |
|                           | Annual | 6,000 |

**Ad Valorem Tax City Residents Incentive Pay:**

It shall be the policy of the City of Shreveport to award a tax rebate incentive pay to commissioned officers who are assigned a marked take-home police vehicle and reside within the city limits of Shreveport. Eligible employees will be afforded said rebate in accordance with the department policy SPD 203.12

**Notes:**

1. Eligible employees in the above classifications may be entitled to receive supplemental pay from the State of Louisiana.
2. As of the effective date of this chart, state supplemental pay is \$500 per month or \$6,000 per year.
3. Employees in the above classifications with 1 year of service shall receive 2% longevity pay in the next calendar year and for each additional year of service up to and including the 30<sup>th</sup> year of service.
4. Eligible Civil Service Police employees in the above classification may be entitled to receive monthly police college pay in accordance with SPD guidelines.
5. Police officer pay begins when a police recruit successfully graduates from the Shreveport Police Academy.
6. Jailer I - Upon reaching Year 7, the city base pay shall remain the same until the employee attains the next promotional rank.