



2019 WAGE SCALE

Based on 2,080 Hours per Year, Effective January 1, 2019

APPLIES TO OFFICERS, SERGEANTS, DETECTIVES, & CRIMINALISTS

NOTE: 2% of wages go to the Portland Police Association Benefit Trust (VEBA).

Hazard Pay is 6% when Officer, Sergeant, Detective, or Criminalist is assigned to two-wheeled motorcycles, full-time DVD Division, SERT, & K-9. **See Article 35.**

Afternoon Shift Differential is 2%. **See Article 55.**

Night Shift Differential is 4%. **See Article 55.**

OFFICERS

	HOURLY	BI WEEKLY	MONTHLY	ANNUAL
Entry	\$ 30.97	\$ 2,477.28	\$ 5,367.45	\$ 64,409.36
After 1 year	\$ 32.87	\$ 2,629.78	\$ 5,697.86	\$ 68,374.34
After 2 years	\$ 34.83	\$ 2,786.43	\$ 6,037.26	\$ 72,447.07
After 3 years	\$ 37.00	\$ 2,959.64	\$ 6,412.56	\$ 76,950.76
After 4 years	\$ 39.09	\$ 3,127.06	\$ 6,775.30	\$ 81,303.62
After 5 years	\$ 41.55	\$ 3,324.32	\$ 7,202.69	\$ 86,432.24
After 6 years	\$ 42.81	\$ 3,424.60	\$ 7,419.97	\$ 89,039.64
After 7 Years	\$ 44.09	\$ 3,527.37	\$ 7,642.64	\$ 91,711.69
After 8 years	\$ 45.41	\$ 3,632.80	\$ 7,871.07	\$ 94,452.80

SERGEANTS, DETECTIVES, CRIMINALISTS

	HOURLY	BI WEEKLY	MONTHLY	ANNUAL
Entry	\$ 42.29	\$ 3,383.16	\$ 7,330.18	\$ 87,962.20
After 1 year	\$ 43.54	\$ 3,483.45	\$ 7,547.47	\$ 90,569.61
After 2 years	\$ 44.83	\$ 3,586.22	\$ 7,770.14	\$ 93,241.66
After 3 years	\$ 46.23	\$ 3,698.11	\$ 8,012.56	\$ 96,150.75
After 4 years	\$ 47.79	\$ 3,823.25	\$ 8,283.72	\$ 99,404.61
After 5 years	\$ 49.23	\$ 3,938.46	\$ 8,533.32	\$ 102,399.90
After 6 years	\$ 50.71	\$ 4,056.98	\$ 8,790.11	\$ 105,481.38
After 7 years	\$ 52.23	\$ 4,178.40	\$ 9,053.20	\$ 108,638.40

APPLIES TO SERGEANTS, DETECTIVES, & CRIMINALISTS

Premium Pay is 3% above highest sergeant rate for Detective/Criminalist or Sergeants who supervise Detective/Criminalist. **See Article 35.**

Patrol Sergeant Premium is 5% for Operations Sergeants in Precincts, Transit, Traffic, YSD, and TOD Sergeants in GET Patrol and GTF.

LONGEVITY PAY

	16 YEARS + 3%	21 YEARS + 5%	26 YEARS + 7%
OFFICER + per hour	\$ 1.36	\$ 2.27	\$ 3.18
Escl base/hour	\$ 46.77	\$ 47.68	\$ 48.59
+ per pay period	\$ 108.98	\$ 181.64	\$ 254.30
+ per yr	\$ 2,833.58	\$ 4,722.64	\$ 6,611.70

SERGEANTS, DETECTIVES, CRIMINALISTS

ENTRY SGT + per hour	\$ 1.27	\$ 2.11	\$ 2.96
Escl base/hour	\$ 43.56	\$ 44.40	\$ 45.25
+ per pay period	\$ 101.49	\$ 169.16	\$ 236.82
+ per yr	\$ 2,638.87	\$ 4,398.11	\$ 6,157.35
1st YR SGT + per hour	\$ 1.31	\$ 2.18	\$ 3.05
Escl base/hour	\$ 44.85	\$ 45.72	\$ 46.59
+ per pay period	\$ 104.50	\$ 174.17	\$ 243.84
+ per yr	\$ 2,717.09	\$ 4,528.48	\$ 6,339.87
2nd YR SGT + per hour	\$ 1.34	\$ 2.24	\$ 3.14
Escl base/hour	\$ 46.17	\$ 47.07	\$ 47.97
+ per pay period	\$ 107.59	\$ 179.31	\$ 251.04
+ per yr	\$ 2,797.25	\$ 4,662.08	\$ 6,526.92
3rd YR SGT + per hour	\$ 1.39	\$ 2.31	\$ 3.24
Escl base/hour	\$ 47.61	\$ 48.54	\$ 49.46
+ per pay period	\$ 110.94	\$ 184.91	\$ 258.87
+ per yr	\$ 2,884.52	\$ 4,807.54	\$ 6,730.55
4th YR SGT + per hour	\$ 1.43	\$ 2.39	\$ 3.35
Escl base/hour	\$ 49.22	\$ 50.18	\$ 51.14
+ per pay period	\$ 114.70	\$ 191.16	\$ 267.63
+ per yr	\$ 2,982.14	\$ 4,970.23	\$ 6,958.32
5th YR SGT + per hour	\$ 1.48	\$ 2.46	\$ 3.45
Escl base/hour	\$ 50.71	\$ 51.69	\$ 52.68
+ per pay period	\$ 118.15	\$ 196.92	\$ 275.69
+ per yr	\$ 3,072.00	\$ 5,119.99	\$ 7,167.99
6th YR SGT + per hour	\$ 1.52	\$ 2.54	\$ 3.55
Escl base/hour	\$ 52.23	\$ 53.25	\$ 54.26
+ per pay period	\$ 121.71	\$ 202.85	\$ 283.99
+ per yr	\$ 3,164.44	\$ 5,274.07	\$ 7,383.70
7th Year SGT +per hour	\$ 1.57	\$ 2.61	\$ 3.66
Escl base/hour	\$ 53.80	\$ 54.84	\$ 55.89
+ per pay period	\$ 125.35	\$ 208.92	\$ 292.49
+ per yr	\$ 3,259.15	\$ 5,431.92	\$ 7,604.69