

**City of Surprise  
FY20 Police Pay Plans  
MOU-represented Positions**

<b>Police Officer</b>	<b>Step</b>	<b>FLSA</b>	<b>Hourly Base Pay</b>
	P1	N	\$26.60
	P2	N	\$27.93
	P3	N	\$29.32
	P4	N	\$30.78
	P5	N	\$32.33
	P6	N	\$33.95
	P7	N	\$35.64
	P8	N	\$37.43

<b>Police Sergeant</b>	<b>Step</b>	<b>FLSA</b>	<b>Hourly Base Pay</b>
	S1	N	\$39.29
	S2	N	\$41.26
	S3	N	\$43.32
	S4	N	\$45.48
	S5	N	\$46.75

<b>Police Animal Control Officer (Civilian)</b>	<b>Step</b>	<b>FLSA</b>	<b>Hourly Base Pay</b>
	AC1	N	\$20.23
	AC2	N	\$21.25
	AC3	N	\$22.31
	AC4	N	\$23.42
	AC5	N	\$24.60
	AC6	N	\$25.83

<b>Police Transportation Officer (Civilian)</b>	<b>Step</b>	<b>FLSA</b>	<b>Hourly Base Pay</b>
	TSO1	N	\$18.86
	TSO2	N	\$19.80
	TSO3	N	\$20.79
	TSO4	N	\$21.82
	TSO5	N	\$22.91
	TSO6	N	\$24.07
	TSO7	N	\$25.26
	TSO8	N	\$26.53
	TSO9	N	\$27.86

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<b>Public Safety Communications Officer (Civilian)</b>	<b>Step</b>	<b>FLSA</b>	<b>Hourly Base Pay</b>
	PSCO1	N	\$21.30
	PSCO2	N	\$22.36
	PSCO3	N	\$23.49
	PSCO4	N	\$24.66
	PSCO5	N	\$25.90
	PSCO6	N	\$27.19
	PSCO7	N	\$28.54
	PSCO8	N	\$29.98