

APPENDIX "A"
CITY OF SHREVEPORT
PAY SCHEDULE FOR MUNICIPAL POLICE CIVIL SERVICE PERSONNEL
EFFECTIVE 2/1/24

POSITION	MONTHLY	ANNUALLY
POLICE OFFICERS:		
Police Recruit (944) Includes recruit through receiving State certification	\$2,805.23	\$33,662.76
Police Officer	\$3,428.62	\$41,143.47
Police Corporal – Year 6 (951)	\$3,578.49	\$42,941.88
Police Corporal – Year 7 (952)	\$3,649.70	\$43,796.40
Police Corporal – Year 8 (953)	\$3,721.02	\$44,652.24
Police Corporal – Year 9 (954)	\$3,792.30	\$45,507.60
Police Sergeant (920) Includes Secretary to the Police Chief (971)	\$4,174.02	\$50,088.24
Police Lieutenant (914)	\$4,588.67	\$55,064.04
Police Captain (918)	\$5,047.54	\$60,570.48
Police Assistant Chief (907)	\$5,670.40	\$68,044.80
JAIL PERSONNEL:		
Jailer I (931)	\$2,980.22	\$35,762.64
Jailer I – Year 2 (932)	\$3,082.44	\$36,989.28
Jailer I – Year 3 (933)	\$3,184.68	\$38,216.16
Jailer I – Year 4 (934)	\$3,288.15	\$39,457.80
Jailer I – Year 5 (935)	\$3,390.00	\$40,680.00
Jailer I – Year 6 (936)	\$3,492.63	\$41,911.56
Jailer I – Year 7 (937)	\$3,594.87	\$43,138.44
Jailer II (938)	\$3,954.36	\$47,452.32
Jailer III (915)	\$4,349.77	\$52,197.24

Jail Superintendent	\$4,784.76	\$57,417.12
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POLICE COMMUNICATIONS:

PCO I (967)	\$4,061.33	\$48,735.96
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PCO II (969)	\$4,467.48	\$53,609.76
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VEHICLE MAINTENANCE:

Police Vehicle Technician I	\$4,020.84	\$48,250.08
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Police Vehicle Technician II	\$4,422.94	\$53,075.28
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Asst. Sup't, Vehicle Maintenance	\$4,865.24	\$58,382.88
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Sup't Vehicle Maintenance	\$5,670.40	\$68,044.80
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TECHNICAL SERVICES:

IT Tech	\$4,544.26	\$54,531.12
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MONTHLY POLICE INCENTIVE PAY

Associate Degree	\$ 200.00
Bachelor's Degree	\$ 300.00
Master's Degree	\$ 400.00

RECRUITMENT INCENTIVES:

All recruits who successfully complete Academy training and remain in good standing after one year receive a total stipend of up to \$7,200, payable as follows: An amount prorated at \$600 per month, upon successful completion of the Training Academy and the remainder of the \$7,200 payable upon successful completion of one year's service.

STIPEND FOR LATERAL TRANSFERS:

POST-Certified members who transfer into service with the Shreveport Police Department from another law enforcement agency and remain in good standing after two years receive a total stipend of up to \$10,000, payable as follows: \$5,000 payable upon successful completion of the Training Academy and the remaining \$5,000 payable upon successful completion of two years of service to the Shreveport Police Department

RECRUITING INCENTIVE:

All ranks below that of Sergeant are eligible to receive a recruiting incentive stipend of \$100 (up to three times per year) if they refer a recruit to the Shreveport Police Department who is accepted into the Training Academy and successfully completes the Academy.

STATE SUPPLEMENTAL PAY:

The Louisiana Legislature sets the amount of State supplemental pay that is received by members of the Police Civil Service. The current level is \$600 per month.

PHYSICAL FITNESS INCENTIVE PAY:

Police personnel are eligible to receive up to \$1,000 annually, as determined by the Police Chief, for attaining specific standards of physical fitness. The Police Chief shall have the authority to develop and issue standards for this incentive pay and to determine incentive pay levels based on varying levels of physical fitness.

FIREARMS PROFICIENCY INCENTIVE PAY:

Police personnel are eligible to receive up to \$750 annually (distinguished) and up to \$500 annually (proficient) for department-recognized proficiency in firearms.

NOTES:

Eligible employees in the above classifications may be entitled to receive supplemental pay from the State of Louisiana.

Employees in the above classifications begin the 2% longevity pay" plan after one year of service. The 2% ceases after completion of the 30th year of service.

Monthly incentive pay is subject to review and may be adjusted or withdrawn upon recommendation of the appointing authority and approval of the City Council.

Education Pay – In order to be eligible for education incentive pay, an employee must have completed an accredited degree in an area applicable to the Fire Service or which benefits the City of Shreveport. Education pay begins at the beginning of the next pay period after the Department has verified that the degree was earned as required.

Police recruit starting pay shall begin in basic training and shall continue until successful completion of working test period and certification.