

**APPENDIX A**  
**PBA STEP PLAN**  
 Effective F/Y 2012, 2013, 2014  
 Pending FY 2015, 2016  
**OFFICER**

Yrs of Service	Current Steps Annualized	Step Increments	10/1/2013 2.0% Steps		10/1/2014 2%		10/1/2015 3%		10/1/2016 2%		70/1/2017 2%		STEP	
Hire	43,181.00		46,432.00	22.3231	47,361	22.7695	48,781	23.4526	49,757	23.9217	50,752	24.4001	Hire	1
1	44,476.00	3%	47,825.00	22.9928	48,782	23.4526	50,245	24.1562	51,250	24.6393	52,275	25.1321	1	2
2	46,700.00	5%	50,216.00	24.1423	51,220	24.6252	52,757	25.3639	53,812	25.8712	54,888	26.3886	2	3
3	49,036.00	5%	52,728.00	25.3500	53,783	25.8570	55,396	26.6327	56,504	27.1654	57,634	27.7087	3	4
4	51,487.00	5%	55,363.00	26.6168	56,470	27.1492	58,164	27.9636	59,328	28.5229	60,514	29.0934	4	5
5	54,061.00	5%	58,131.00	27.9476	59,294	28.5065	61,072	29.3617	62,294	29.9490	63,540	30.5480	5	6
6	55,683.00	3%	59,875.00	28.7861	61,073	29.3618	62,905	30.2426	64,163	30.8475	65,446	31.4644	6	7
7	57,354.00	3%	61,672.00	29.6500	62,905	30.2430	64,793	31.1503	66,088	31.7733	67,410	32.4088	7	8
8	59,074.00	3%	63,522.00	30.5394	64,792	31.1502	66,736	32.0847	68,071	32.7264	69,432	33.3809	8	9
9	60,847.00	3%	65,428.00	31.4558	66,737	32.0849	68,739	33.0474	70,113	33.7084	71,516	34.3825	9	10
10	62,673.00	3%	67,392.00	32.4000	68,740	33.0480	70,802	34.0394	72,218	34.7202	73,662	35.4146	10	11
11	64,552.00	3%	69,412.00	33.3712	70,800	34.0386	72,924	35.0597	74,383	35.7609	75,870	36.4761	11	12
12	65,843.00	2%	70,800.00	34.0385	72,216	34.7192	74,382	35.7608	75,870	36.4760	77,388	37.2055	12	13

**SERGEANT**

Yrs of Service	Current Steps Annualized	Step Increme	2.0% Steps 10/1/2013		10/1/2014 2%		10/1/2015 3%		10/1/2016 2%		70/1/2017 2%		
1	62,668		67,386	32.3971	68,734	33.0451	70,796	34.0364	72,212	34.7171	73,656	35.4115	1
2	64,548	3%	69,408	33.3692	70,796	34.0366	72,920	35.0577	74,378	35.7589	75,866	36.4740	2
3	66,485	3%	71,491	34.3707	72,921	35.0581	75,108	36.1098	76,611	36.8320	78,143	37.5687	3
4	68,479	3%	73,635	35.4014	75,108	36.1095	77,361	37.1928	78,908	37.9366	80,486	38.6953	4
5	70,533	3%	75,843	36.4630	77,360	37.1922	79,681	38.3080	81,274	39.0742	82,900	39.8557	5
6	72,649	3%	78,119	37.5572	79,681	38.3084	82,072	39.4576	83,713	40.2468	85,388	41.0517	6

**LIEUTENANT**

Yrs of Service	Current Steps Annualized	Step Increme	2.0% Steps 10/1/2013		10/1/2014 2%		10/1/2015 3%		10/1/2016 2%		70/1/2017 2%		
1	70,533		75,843	36.4630	77,360	37.1922	79,681	38.3080	81,274	39.0742	82,900	39.8557	1
2	72,649	3%	78,119	37.5572	79,681	38.3084	82,072	39.4576	83,713	40.2468	85,388	41.0517	2
3	74,828	3%	80,462	38.6837	82,071	39.4573	84,533	40.6410	86,224	41.4539	87,949	42.2829	3
4	77,073	3%	82,876	39.8442	84,534	40.6411	87,070	41.8603	88,811	42.6976	90,587	43.5515	4
5	79,386	3%	85,363	41.0399	87,070	41.8607	89,682	43.1165	91,476	43.9789	93,306	44.8584	5