

City of Richmond  
Police Management  
Effective January 1, 2016  
3% Increase

Job Class	Group		Step 1	Step 2	Step 3	Step 4
Police Lt	308	Base	11,192	11,747	12,335	12,940
		10 yrs 4% Longevity	11,639	12,217	12,829	13,458
		15 yrs 7% Longevity	11,975	12,569	13,199	13,846
		25 yrs 9% Longevity	12,199	12,804	13,445	14,105
Police Lt w/ 2.5% Inc		Base	11,471	12,041	12,644	13,264
		10 yrs 4% Longevity	11,930	12,522	13,149	13,794
		15 yrs 7% Longevity	12,274	12,884	13,529	14,192
		25 yrs 9% Longevity	12,504	13,124	13,782	14,457
Police Lt w/ 5% Incentive		Base	11,751	12,334	12,952	13,587
		10 yrs 4% Longevity	12,221	12,828	13,470	14,131
		15 yrs 7% Longevity	12,574	13,198	13,859	14,538
		25 yrs 9% Longevity	12,809	13,445	14,118	14,810
Police Lt w/ 7.5% Inc		Base	12,031	12,628	13,260	13,911
		10 yrs 4% Longevity	12,512	13,133	13,791	14,467
		15 yrs 7% Longevity	12,873	13,512	14,189	14,884
		25 yrs 9% Longevity	13,114	13,765	14,454	15,163
Police Captain	312	Base	13,055	13,710	14,420	15,105
		10 yrs 4% Longevity	13,578	14,258	14,997	15,709
		15 yrs 7% Longevity	13,969	14,669	15,429	16,163
		25 yrs 9% Longevity	14,230	14,944	15,718	16,465
Police Captain w/ 2.5% Inc		Base	13,382	14,053	14,781	15,483
		10 yrs 4% Longevity	13,917	14,615	15,372	16,102
		15 yrs 7% Longevity	14,318	15,036	15,815	16,567
		25 yrs 9% Longevity	14,586	15,317	16,111	16,876
Police Captain w/ 5% Inc		Base	13,708	14,395	15,141	15,860
		10 yrs 4% Longevity	14,256	14,971	15,747	16,495
		15 yrs 7% Longevity	14,668	15,403	16,201	16,971
		25 yrs 9% Longevity	14,942	15,691	16,504	17,288
Police Captain w/ 7.5% Inc		Base	14,034	14,738	15,502	16,238
		10 yrs 4% Longevity	14,596	15,328	16,122	16,888
		15 yrs 7% Longevity	15,017	15,770	16,587	17,375
		25 yrs 9% Longevity	15,298	16,064	16,897	17,699