
Appendix A: Law Enforcement Wage Schedules, 2022

This appendix shows the wage structures in the 2022 contracts for law enforcement agencies included in our review. The wages pertained to nonsupervisory police officers and troopers.¹ If a contract specified more than one wage schedule for officers that was in effect during 2022, the wages shown in this appendix reflect the average wage for the year, based on how long each schedule was in effect.

The primary focus of this appendix is on contract provisions for base wages and wage steps designated in the contracts as “longevity pay.” Longevity pay is compensation, in addition to the base wage rate, that is calculated according to the amount of time an officer has been with the law enforcement agency. Longevity pay steps are indicated in the “Notes” column of the following tables, where applicable.

The contracts contain additional provisions that may have affected the wages paid to officers or other incentives that were available to them, such as education incentives. Additional contract provisions were not included in this appendix.

City of Apple Valley

Effective Date	Monthly Wage
Start	\$5,715
After 1 year	6,303
After 2 years	7,143
After 3 years	7,565
After 4 years	7,988
After 5 years	8,405

City of Blaine

Effective Date	Monthly Wage
Start	\$5,115
After 1 year	5,842
After 2 years	6,572
After 3 years	7,534
After 4 years	7,681
After 5 years	7,829
After 8 years	8,064

¹ The base starting wage provisions in this appendix applied to individuals hired at the first step in the pay structure. Employment contracts may authorize law enforcement agencies to place newly hired officers at a higher wage step; for example, to recognize the experience of officers making a “lateral transfer” from one law enforcement agency to another. The starting wage of these officers would therefore be higher.

City of Bloomington

Effective Date	Monthly Wage	Notes
Start	\$5,672	
After 1 year	6,483	
After 2 years	7,293	
After 3 years	7,698	
After 4 years	8,104	
After 5 years	8,346	Longevity pay step (3%)
After 10 years	8,589	Longevity pay step (6%)
After 15 years	8,832	Longevity pay step (9%)

City of Brooklyn Center

Effective Date	Monthly Wage	Notes
Start	\$5,396	
After 1 year	6,269	
After 2 years	6,824	
After 3 years	7,935	
After 8 years	8,173	Longevity pay step (3%)
After 12 years	8,332	Longevity pay step (5%)
After 16 years	8,491	Longevity pay step (7%)
After 20 years	8,649	Longevity pay step (9%)
After 25 years	8,808	Longevity pay step (11%)

City of Brooklyn Park

Effective Date	Monthly Wage	Notes
Start	\$5,670	
After 1 year	6,387	
After 2 years	7,027	
After 3 years	7,665	
After 4 years	7,985	
After 8 years	8,225	Longevity pay step (3%)
After 11 years	8,464	Longevity pay step (6%)
After 14 years	8,623	Longevity pay step (8%)

City of Burnsville

Effective Date	Monthly Wage
Start	\$6,717
After 1 year	6,970
After 2 years	7,230
After 3 years	7,502
After 4 years	7,783
After 5 years	8,074
After 6 years	8,403

City of Chaska

Effective Date	Monthly Wage	Notes
Start	\$6,388	
After 2 years	6,893	
After 3 years	7,555	
After 4 years	7,782	Longevity pay step (3%)
After 8 years	7,933	Longevity pay step (5%)
After 12 years	8,122	Longevity pay step (7.5%)
After 16 years	8,273	Longevity pay step (9.5%)
After 20 years	8,386	Longevity pay step (11%)

City of Coon Rapids

Effective Date	Monthly Wage	Notes
Start	\$5,682	
After 1 year	6,342	
After 2 years	7,029	
After 3 years	7,758	
After 8 years	8,146	Longevity pay step (5%)
After 12 years	8,340	Longevity pay step (7.5%)
After 16 years	8,534	Longevity pay step (10%)

City of Cottage Grove

Effective Date	Monthly Wage	Notes
Start	\$5,436	
After 6 months	6,063	
After 12 months	6,377	
After 18 months	6,600	
After 24 months	6,801	
After 30 months	6,957	
After 36 months	7,327	
After 4 years	7,546	Longevity pay step (3%)
After 7 years	7,766	Longevity pay step (6%)
After 10 years	7,986	Longevity pay step (9%)
After 13 years	8,206	Longevity pay step (12%)

City of Duluth

Effective Date	Monthly Wage	Notes
Start	\$5,465	
After 1 year	5,911	
After 2 years	6,718	
After 8 years	6,987	Longevity pay step (4%)
After 16 years	7,256	Longevity pay step (8%)

City of Eagan

Effective Date	Monthly Wage	Notes
Start	\$5,583	
After 6 months	6,164	
After 12 months	6,777	
After 18 months	7,032	
After 24 months	7,425	
After 36 months	8,063	
After 5 years	8,385	Longevity pay step (4%)
After 10 years	8,587	Longevity pay step (6.5%)
After 15 years	8,788	Longevity pay step (9%)

City of Eden Prairie

Effective Date	Monthly Wage
Start	\$5,661
After 1 year	6,793
After 2 years	7,372
After 3 years	7,987
After 4 years	8,654

Note: Step progression was contingent on a minimum of 12 months served at each step and a positive performance evaluation.

City of Edina

Effective Date	Monthly Wage	Notes
Start	\$5,892	
After 1 year	6,283	
After 2 years	6,797	
After 3 years	7,552	
After 4 years	7,703	
After 5 years	7,860	
After 4 years	7,953	Longevity pay step (3.25%, base \$7,703)
After 7 years	8,272	Longevity pay step (5.25%, base \$7,860)
After 10 years	8,429	Longevity pay step (7.25%, base \$7,860)
After 13 years	8,606	Longevity pay step (9.5%, base \$7,860)

City of Fridley

Effective Date	Monthly Wage	Notes
Start	\$4,926	
After 6 months	5,288	
After 1 year	6,032	
After 2 years	6,729	
After 3 years	7,453	
After 4 years	7,677	Longevity pay step (3%)
After 8 years	7,826	Longevity pay step (5%)
After 12 years	7,975	Longevity pay step (7%)
After 16 years	8,124	Longevity pay step (9%)

City of Inver Grove Heights

Effective Date	Monthly Wage	Notes
Start	\$6,500	
After 6 months	6,689	
After 1.5 years	6,878	
After 2.5 years	7,067	
After 3.5 years	7,254	
After 4.5 years	7,445	
After 5.5 years	7,632	
After 6.5 years	7,821	
After 7.5 years	8,008	
After 8.5 years	8,199	
After 4 years	7,417	Longevity pay step (3%, base \$7,254)
After 8 years	8,408	Longevity pay step (5%, base \$8,008)
After 12 years	8,772	Longevity pay step (7%, base \$8,199)
After 16 years	8,936	Longevity pay step (9%, base \$8,199)
After 20 years	9,100	Longevity pay step (11%, base \$8,199)

City of Lakeville

Effective Date	Monthly Wage	Notes
Start	\$6,275	
After 1 year	6,510	
After 2 years	6,753	
After 3 years	7,008	
After 4 years	7,269	
After 5 years	7,542	
After 6 years	7,826	
After 4 years	8,061	Longevity pay step ^a (3%)
After 5 years	8,100	Longevity pay step ^a (3.5%)
After 6 years	8,139	Longevity pay step ^a (4%)
After 7 years	8,178	Longevity pay step (4.5%)
After 8 years	8,217	Longevity pay step (5%)
After 9 years	8,256	Longevity pay step (5.5%)
After 10 years	8,295	Longevity pay step (6%)
After 11 years	8,335	Longevity pay step (6.5%)
After 12 years	8,374	Longevity pay step (7%)
After 13 years	8,413	Longevity pay step (7.5%)
After 14 years	8,452	Longevity pay step (8%)
After 15 years	8,491	Longevity pay step (8.5%)
After 16 years	8,530	Longevity pay step (9%)
After 17 years	8,569	Longevity pay step (9.5%)

Notes: Step progression was contingent on an acceptable annual performance evaluation completed 30 days before an officer's anniversary date of their current position. Longevity pay steps required completion of the step process.

^a This longevity pay step only applied to officers who were already receiving longevity pay prior to January 1, 2020; the new pay plan was implemented on July 1, 2020.

City of Maple Grove

Effective Date	Monthly Wage	Notes
Start	\$6,062	
After 1 year	6,456	
After 2 years	6,876	
After 3 years	7,323	
After 4 years	7,799	
After 5 years	8,306	
After 5 years	8,555	Longevity pay step (3%)
After 10 years	8,804	Longevity pay step (6%)
After 15 years	9,054	Longevity pay step (9%)

City of Maplewood

Effective Date	Monthly Wage	Notes
Start	\$5,952	
After 1 year	6,324	
After 2 years	6,696	
After 3 years	7,440	
After 4 years	7,453	
After 8 years	7,467	
After 12 years	7,480	
After 4 years	7,714	Longevity pay step (3.5%, base \$7,453)
After 8 years	7,877	Longevity pay step (5.5%, base \$7,467)
After 12 years	8,043	Longevity pay step (7.5%, base \$7,480)
After 16 years	8,190	Longevity pay step (9.5%, base \$7,480)
After 20 years	8,265	Longevity pay step (10.5%, base \$7,480)

City of Minneapolis

Effective Date	Monthly Wage	Notes
Academy Recruit	\$5,871	
Start	6,106	
After 1 Year	6,285	
After 20 Months	6,473	
After 32 Months	6,831	
After 44 Months	7,172	
After 56 Months	7,606	
After 6 Years	7,650	Longevity pay step (\$0.258 per hour)
After 7 Years	7,669	Longevity pay step (\$0.365 per hour)
After 8 Years	7,687	Longevity pay step (\$0.472 per hour)
After 9 Years	7,706	Longevity pay step (\$0.579 per hour)
After 10 Years	7,725	Longevity pay step (\$0.687 per hour)
After 11 Years	7,970	Longevity pay step (\$2.104 per hour)
After 12 Years	7,989	Longevity pay step (\$2.211 per hour)
After 13 Years	8,007	Longevity pay step (\$2.318 per hour)
After 14 Years	8,121	Longevity pay step (\$2.971 per hour)
After 15 Years	8,139	Longevity pay step (\$3.078 per hour)
After 16 Years	8,158	Longevity pay step (\$3.185 per hour)
After 17 Years	8,176	Longevity pay step (\$3.292 per hour)
After 18 Years	8,195	Longevity pay step (\$3.399 per hour)
After 19 Years	8,346	Longevity pay step (\$4.271 per hour)
After 20 Years	8,364	Longevity pay step (\$4.378 per hour)
After 21 Years	8,383	Longevity pay step (\$4.485 per hour)
After 22 Years	8,401	Longevity pay step (\$4.592 per hour)
After 23 Years	8,420	Longevity pay step (\$4.699 per hour)
After 24 Years	8,495	Longevity pay step (\$5.134 per hour)
After 25 Years	8,517	Longevity pay step (\$5.257 per hour)

Note: Step progression could be withheld or delayed in cases where the officer's job performance was less than satisfactory.

Minnesota State Patrol

Effective Date	Monthly Wage
Start	\$5,766
After 1 year	5,998
After 2 years	6,242
After 3 years	6,486
After 4 years	6,750
After 5 years	7,017
After 6 years	7,300
After 7 years	7,743

City of Minnetonka

<u>Effective Date</u>	<u>Monthly Wage</u>
Start	\$6,706
After 1 year	7,292
After 2 years	7,795
After 3 years	8,214
After 15 years	8,382

City of Oakdale

<u>Effective Date</u>	<u>Monthly Wage</u>
Start	\$6,281
After 1 year	6,507
After 2 years	6,730
After 3 years	6,956
After 4 years	7,181
After 5 years	7,405
After 6 years	7,630
After 7 years	7,852
SPO step 1 ^a	6,597
SPO step 2	6,833
SPO step 3	7,068
SPO step 4	7,304
SPO step 5	7,540
SPO step 6	7,776
SPO step 7	8,011
SPO step 8	8,245

Note: Step progression was contingent on satisfactory performance.

^a Officers received the job classification of Senior Police Officer (SPO) on their tenth year of continuous service.

City of Plymouth

<u>Effective Date</u>	<u>Monthly Wage</u>
Start	\$5,647
After 6 months	6,145
After 1 year	6,614
After 2 years	7,032
After 3 years	7,720
After 4 years	7,841
After 9 years	8,199
After 12 years	8,242
After 15 years	8,396
After 20 years	8,479

Notes: Step progression was contingent on the recommendation of the officer's immediate supervisor, the chief of police, and the approval of the city manager. The officer must have received a "satisfactory" or better performance evaluation each year at their anniversary date. Otherwise, the officer would receive the top step less \$75 per month until their performance was satisfactory.

City of Prior Lake

Effective Date	Monthly Wage	Notes
Start	\$5,560	
After 1 year	6,795	
After 2 years	7,259	
After 3 years	7,722	
After 4 years	7,953	Longevity pay step (3%)
After 8 years	8,108	Longevity pay step (5%)
After 12 years	8,262	Longevity pay step (7%)
After 16 years	8,417	Longevity pay step (9%)

City of Ramsey

Effective Date	Monthly Wage	Notes
Start	\$5,074	
After 1 year	5,798	
After 2 years	6,523	
After 3 years	6,886	
After 4 years	7,248	
After 5 years	7,393	Longevity pay step (2%)
After 8 years	7,538	Longevity pay step (4%)
After 12 years	7,683	Longevity pay step (6%)
After 16 years	7,828	Longevity pay step (8%)

City of Richfield

Effective Date	Monthly Wage
Start	\$5,642
After 1 year	6,103
After 2 years	6,568
After 3 years	7,099
After 4 years	7,863
After 5 years	8,178

City of Rochester

Effective Date	Monthly Wage
Start	\$5,354
After 1 year	5,566
After 2 years	5,787
After 3 years	6,020
After 4 years	6,264
After 5 years	6,514
After 6 years	6,772
After 8 years	7,004
After 10 years	7,242
After 12 years	7,488
After 14 years	7,743

City of Rosemount

Effective Date	Monthly Wage	Notes
Start	\$6,066	
After 1 year	6,447	
After 2 years	6,828	
After 3 years	7,209	
After 4 years	7,590	
After 4 years	7,818	Longevity pay step (3%)
After 8 years	7,970	Longevity pay step (5%)
After 12 years	8,121	Longevity pay step (7%)
After 16 years	8,273	Longevity pay step (9%)

City of Roseville

Effective Date	Monthly Wage	Notes
Start	\$5,459	
After 1 years	6,186	
After 2 years	6,550	
After 3 years	7,278	
After 4 years	7,456	Longevity pay step (\$177 per month)
After 8 years	7,584	Longevity pay step (\$306 per month)
After 12 years	7,712	Longevity pay step (\$434 per month)
After 16 years	7,846	Longevity pay step (\$568 per month)
After 20 years	8,048	Longevity pay step (\$770 per month)

City of Savage

Effective Date	Monthly Wage
Start	\$5,869
After 1 year	6,242
After 2 years	6,640
After 3 years	7,063
After 4 years	7,516
After 5 years	7,996

City of Shakopee

Effective Date	Monthly Wage
Start	\$5,654
After 1 year	6,124
After 2 years	6,597
After 3 years	7,068
After 4 years	7,537
After 5 years	7,700
After 7 years	7,753
After 10 years	7,861
After 14 years	7,968

City of St. Louis Park

Effective Date	Monthly Wage
Start	\$5,729
After 1 year	6,010
After 2 years	6,977
After 3 years	7,559
After 4 years	7,780
After 5 years	7,932
After 6 years	8,087
After 7 years	8,245
After 8 years	8,646

Note: Step progression was contingent on an above average performance evaluation each year, as determined by the chief of police.

City of St. Paul

Effective Date	Monthly Wage
Start	\$5,803
After 1 year	6,319
After 2 years	6,928
After 3 years	7,291
After 7 years	7,544
After 10 years	7,758
After 15 years	7,855
After 18 years	8,260

City of White Bear Lake

Effective Date	Monthly Wage	Notes
Start	\$5,040	
After 6 months	5,347	
After 1 year	5,827	
After 2 years	6,488	
After 3 years	7,103	
After 4 years	7,316	Longevity pay step (3%)
After 8 years	7,458	Longevity pay step (5%)
After 12 years	7,600	Longevity pay step (7%)
After 16 years	7,742	Longevity pay step (9%)
After 20 years	7,884	Longevity pay step (11%)

City of Woodbury

Effective Date	Monthly Wage	Notes
Start	\$5,893	
After 1 year	6,340	
After 2 years	6,822	
After 3 years	7,341	
After 4 years	7,899	
After 5 years	8,136	Longevity pay step (3%)
After 8 years	8,333	Longevity pay step (5.5%)
After 12 years	8,491	Longevity pay step (7.5%)
After 16 years	8,649	Longevity pay step (9.5%)



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