
Appendix A: Law Enforcement Wage Schedules, 2019

This appendix shows the wage structures covered by state and local law enforcement contracts that were in effect for all or part of 2019. The wages pertained to non-supervisory city police officers and Minnesota state troopers.¹ If a contract specified more than one wage schedule for officers that was in effect during 2019, the wages shown in this appendix reflect the most recent wage schedule.

The primary focus of this appendix is contract provisions for base wages and wages designated in the contracts as “longevity pay.” (Longevity pay is compensation other than the base wage rate that is based on the amount of time an officer has been with the same law enforcement agency.²) The contracts contain additional provisions—not reflected in this exhibit—that may affect the wages paid to officers. Wage amounts have been rounded to the nearest dollar for this appendix.

The appendix provides rates for the cities that were included in our analysis in alphabetical order; the rates for the Minnesota State Patrol are at the end of the appendix.

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019

City of Apple Valley

Effective Date	Monthly Wage
Start	\$5,027
After 1 year	5,544
After 2 years	6,284
After 3 years	6,654
After 4 years	7,025
After 5 years	7,393

NOTES: This pay scale was effective December 22, 2018. After 24 months of service, an officer shall receive the following wellness compensation: (1) additional 1 percent of base pay rate for remaining tobacco-free (or 1 percent deducted for failing to remain tobacco-free); (2) additional 1 percent of base pay rate for completing an annual physical exam and recommended preventive screenings each calendar year; and (3) additional 0.5 percent of base pay rate for completing annual dental exam each year.

(Continued on next page.)

¹ The starting wage provisions in this appendix applied to individuals hired without prior law enforcement experience. Some contracts authorized law enforcement agencies to hire individuals with prior law enforcement experience at levels above the lowest starting wage level.

² Steps that were designated by cities as “longevity pay” are indicated in the “Notes” sections of the exhibit, where applicable.

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Blaine

Effective Date	Monthly Wage
Start	\$4,681
After 1 year	5,346
After 2 years	6,014
After 3 years	6,895
After 4 years	7,029
After 5 years	7,165
After 8 years	7,380

NOTE: This pay scale was effective January 1, 2019.

City of Bloomington

Effective Date	Monthly Wage	Notes
Start	\$5,166	
After 1 year	5,904	
After 2 years	6,642	
After 3 years	7,011	
After 4 years	7,380	
After 5 years	7,601	Longevity pay step
After 10 years	7,823	Longevity pay step
After 15 years	8,044	Longevity pay step

NOTES: This pay scale was effective December 31, 2018. Employees with a bachelor's degree received a wage rate 1 percent higher than the amounts above. There was an alternate wage scale that employees hired prior to December 31, 2017, could choose, ranging from starting pay of \$5,070 to a wage of \$7,887 after 15 years. Officers choosing the alternate wage scale could receive additional monthly amounts (\$213.37 for an associate of arts degree or \$426.74 for a bachelor's degree) during the years specified in the contract.

City of Brooklyn Center

Effective Date	Monthly Wage	Notes
Start	\$4,681	
After 1 year	5,439	
After 2 years	5,920	
After 3 years	6,884	
After 8 years	+2% of base wage	Longevity pay step
After 12 years	+4% of base wage	Longevity pay step
After 16 years	+6% of base wage	Longevity pay step
After 20 years	+8% of base wage	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. Employees may choose longevity pay or supplemental pay for education credits no more than once every 12 months. The educational incentive is 3 percent of base pay for a bachelor's degree and 4 percent of base pay for a master's degree.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Brooklyn Park

Effective Date	Monthly Wage	Notes
Patrol Officer 1, Step 1 (Start)	\$5,146	
Patrol Officer 1, Step 2 (Year 1)	5,800	
Patrol Officer 1, Step 3 (Year 2)	6,379	
Patrol Officer 1, Step 4 (Year 3)	6,959	
Patrol Officer 1, Step 5 (Year 4)	7,249	
Patrol Officer 1, Step 6 (Year 8)	7,465	Longevity pay step
Patrol Officer 1, Step 7 (Year 11)	7,684	Longevity pay step
Patrol Officer 1, Step 8 (Year 14)	7,829	Longevity pay step
Patrol Officer 2, Step 1 (Start)	5,146	
Patrol Officer 2, Step 2 (Year 1)	5,800	
Patrol Officer 2, Step 3 (Year 2)	6,379	
Patrol Officer 2, Step 4 (Year 3)	6,959	
Patrol Officer 2, Step 5 (Year 4)	7,249	
Patrol Officer 2, Step 6 (Year 8)	7,465	Longevity pay step
Patrol Officer 2, Step 7 (Year 11)	7,684	Longevity pay step
Patrol Officer 2, Step 8 (Year 14)	7,829	Longevity pay step
Patrol Officer 3, Step 1 (Start)	5,249	
Patrol Officer 3, Step 2 (Year 1)	5,914	
Patrol Officer 3, Step 3 (Year 2)	6,507	
Patrol Officer 3, Step 4 (Year 3)	7,098	
Patrol Officer 3, Step 5 (Year 4)	7,393	
Patrol Officer 3, Step 6 (Year 8)	7,615	Longevity pay step
Patrol Officer 3, Step 7 (Year 11)	7,836	Longevity pay step
Patrol Officer 3, Step 8 (Year 14)	7,985	Longevity pay step
Patrol Officer 4, Step 1 (Start)	5,353	
Patrol Officer 4, Step 2 (Year 1)	6,032	
Patrol Officer 4, Step 3 (Year 2)	6,635	
Patrol Officer 4, Step 4 (Year 3)	7,238	
Patrol Officer 4, Step 5 (Year 4)	7,540	
Patrol Officer 4, Step 6 (Year 8)	7,765	Longevity pay step
Patrol Officer 4, Step 7 (Year 11)	7,992	Longevity pay step
Patrol Officer 4, Step 8 (Year 14)	8,143	Longevity pay step
Patrol Officer 5, Step 1 (Start)	5,460	
Patrol Officer 5, Step 2 (Year 1)	6,152	
Patrol Officer 5, Step 3 (Year 2)	6,767	
Patrol Officer 5, Step 4 (Year 3)	7,382	
Patrol Officer 5, Step 5 (Year 4)	7,689	
Patrol Officer 5, Step 6 (Year 8)	7,921	Longevity pay step
Patrol Officer 5, Step 7 (Year 11)	8,152	Longevity pay step
Patrol Officer 5, Step 8 (Year 14)	8,304	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Burnsville

Effective Date	Monthly Wage
Start	\$4,902
After 1 year	5,603
After 2 years	6,295
After 3 years	6,990

NOTES: This pay scale was effective January 1, 2019. There was an additional 2 percent educational incentive for persons who had completed masters or doctoral degrees. Persons employed before December 26, 1989, could choose between longevity pay and educational incentives; officers hired since that time only had the option for educational incentives.

City of Chaska

Effective Date	Monthly Wage	Notes
Start	\$5,096	
After 6 months	5,558	
After 1 year	5,867	
After 2 years	6,331	
After 3 years	6,923	
After 4 years	+3% of base wage	Longevity pay step
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7.5% of base wage	Longevity pay step
After 16 years	+9.5% of base wage	Longevity pay step
After 20 years	+10.5% of base wage	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Coon Rapids

Effective Date	Monthly Wage	Notes
Start	\$5,056	
After 1 year	5,668	
After 2 years	6,301	
After 3 years	6,975	
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7.5% of base wage	Longevity pay step
After 16 years	+10% of base wage	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Cottage Grove

Effective Date	Monthly Wage	Notes
Start	\$5,053	
After 6 months	5,619	
After 12 months	5,912	
After 18 months	6,120	
After 24 months	6,308	
After 30 months	6,453	
After 36 months	6,751	
After 4 years	+3% of base wage	Longevity pay step
After 7 years	+5% of base wage	Longevity pay step
After 10 years	+7% of base wage	Longevity pay step
After 13 years	+9% of base wage	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Duluth

Effective Date	Monthly Wage	Notes
Start	\$4,728	
After 1 year	5,115	
After 2 years	5,813	
After 8 years	+4% of base wage	Longevity pay step
After 16 years	+8% of base wage	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. The contract's longevity increase provision says an employee shall receive a 4 percent increase in base monthly pay after 8 years, and an additional 4 percent increase after 16 years. The contract provides for an educational incentive of \$50 per month for employees who have a master's degree.

City of Eagan

Effective Date	Monthly Wage	Notes
Start	\$5,109	
After 6 months	5,642	
After 12 months	6,202	
After 18 months	6,436	
After 24 months	6,795	
After 36 months	7,379	
After 5 years	+4% of base wage	Longevity pay step
After 10 years	+6.5% of base wage	Longevity pay step
After 15 years	+9% of base wage	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. The contract's longevity increase provision says an employee shall receive a 4 percent increase in base monthly pay after 5 years of service, an additional 2.5 percent increase after 10 years of service, and an additional 2.5 percent increase after 15 years of service.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Eden Prairie

Effective Date	Monthly Wage
Start	\$5,181
After 1 year	6,216
After 2 years	6,746
After 3 years	7,309
After 4 years	7,921

NOTES: This pay scale was effective January 1, 2019. Advancement to successive steps occurs after a minimum of 12 months in each step, in addition to positive performance evaluation.

City of Edina

Effective Date	Monthly Wage	Notes
Start	\$5,235	
After 1 year	5,583	
After 2 years	6,281	
After 3 years	6,979	
After 4 years	7,118	
After 5 years	7,183	
After 4 years	+3.25% of base wage	Longevity pay step
After 7 years	+5.25% of base wage	Longevity pay step
After 10 years	+7.25% of base wage	Longevity pay step
After 13 years	+9.5% of base wage	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Fridley

Effective Date	Monthly Wage	Notes
Start	\$4,429	
After 6 months	4,761	
After 1 year	5,460	
After 2 years	6,077	
After 3 years	6,741	
After 4 years	+3% of base wage	Longevity pay step
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7% of base wage	Longevity pay step
After 16 years	+9% of base wage	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. Employees hired after January 1, 1987, are not eligible for educational incentives.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Inver Grove Heights

Effective Date	Monthly Wage	Notes
Start	\$5,992	
After 1 year	6,165	
After 2 years	6,341	
After 3 years	6,514	
After 4 years	6,687	
After 5 years	6,861	
After 6 years	7,036	
After 7 years	7,209	
After 8 years	7,382	
After 9 years	7,557	
After 4 years	+3% of base wage	Longevity pay step
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7% of base wage	Longevity pay step
After 16 years	+9% of base wage	Longevity pay step
After 20 years	One-time lump sum: 2% of base wage	Longevity payment
After 25 years	One-time lump sum: 3% of base wage	Longevity payment

NOTES: This pay scale was effective January 1, 2019. Employees may select education incentive pay as an alternative to longevity pay: 7 percent of base pay for an associate degree and 9 percent for a bachelor's degree.

City of Lakeville

Effective Date	Monthly Wage	Notes
Start	\$5,101	
After 1 year	5,836	
After 2 years	6,297	
After 3 years	7,027	
After 4 years	+3.0% of the 3-year rate	Longevity pay step
After 5 years	+3.5% of the 3-year rate	Longevity pay step
After 6 years	+4.0% of the 3-year rate	Longevity pay step
After 7 years	+4.5% of the 3-year rate	Longevity pay step
After 8 years	+5.0% of the 3-year rate	Longevity pay step
After 9 years	+5.5% of the 3-year rate	Longevity pay step
After 10 years	+6.0% of the 3-year rate	Longevity pay step
After 11 years	+6.5% of the 3-year rate	Longevity pay step
After 12 years	+7.0% of the 3-year rate	Longevity pay step
After 13 years	+7.5% of the 3-year rate	Longevity pay step
After 14 years	+8.0% of the 3-year rate	Longevity pay step
After 15 years	+8.5% of the 3-year rate	Longevity pay step
After 16 years	+9.0% of the 3-year rate	Longevity pay step
After 17 years	+9.5% of the 3-year rate	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. Officers can receive longevity pay or educational incentive pay, but not both. The educational incentive pay is \$30 per month for having a bachelor's degree.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Maple Grove

Effective Date	Monthly Wage	Notes
Start	\$4,825	
After 6 months	4,944	
After 1 year	5,492	
After 2 years	5,807	
After 3 years	6,121	
After 4 years	6,433	
After 5 years	6,848	
After 5 years	7,054	Longevity pay step
After 10 years	7,259	Longevity pay step
After 15 years	7,465	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Maplewood

Effective Date	Monthly Wage	Notes
Start	\$4,813	
After 1 year	5,500	
After 2 years	6,188	
After 3 years	6,875	
After 4 years	6,888	
After 8 years	6,900	
After 12 years	6,912	
After 4 years	+3.5% of base wage	Longevity pay step
After 8 years	+5.5% of base wage	Longevity pay step
After 12 years	+7.5% of base wage	Longevity pay step
After 16 years	+9.5% of base wage	Longevity pay step
After 20 years	+10.5% of base wage	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. Employees choose between (1) longevity pay or (2) supplemental pay based on education credits, up to \$287 per year for having completed at least 180 college quarter credits.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Minneapolis

Effective Date	Monthly Wage	Notes
Start ^a	\$5,451	
Step 1 ^b	5,670	
Step 2 ^c	5,836	
Step 3	6,010	
Step 4	6,342	
Step 5	6,659	
Step 6	7,062	
Starting in 7 th year	+\$0.240 per hour	Longevity pay step
Starting in 8 th year	+\$0.339 per hour	Longevity pay step
Starting in 9 th year	+\$0.438 per hour	Longevity pay step
Starting in 10 th year	+\$0.538 per hour	Longevity pay step
Starting in 11 th year	+\$0.637 per hour	Longevity pay step
Starting in 12 th year	+\$1.953 per hour	Longevity pay step
Starting in 13 th year	+\$2.053 per hour	Longevity pay step
Starting in 14 th year	+\$2.152 per hour	Longevity pay step
Starting in 15 th year	+\$2.758 per hour	Longevity pay step
Starting in 16 th year	+\$2.858 per hour	Longevity pay step
Starting in 17 th year	+\$2.957 per hour	Longevity pay step
Starting in 18 th year	+\$3.057 per hour	Longevity pay step
Starting in 19 th year	+\$3.156 per hour	Longevity pay step
Starting in 20 th year	+\$3.965 per hour	Longevity pay step
Starting in 21 st year	+\$4.065 per hour	Longevity pay step
Starting in 22 nd year	+\$4.164 per hour	Longevity pay step
Starting in 23 rd year	+\$4.263 per hour	Longevity pay step
Starting in 24 th year	+\$4.363 per hour	Longevity pay step
Starting in 25 th year	+\$4.766 per hour	Longevity pay step
Starting in 26 th year	+\$4.880 per hour	Longevity pay step

NOTES: This pay scale was effective June 23, 2019. Starting with Step 3 and continuing through Step 6, officers progressed to the next base wage step after 12 months of paid service at each preceding step.

^a Entry into police academy.

^b Graduation from police academy.

^c After eight months at Step 1.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Minnetonka

Effective Date	Monthly Wage
Start	\$5,497
After 1 year	5,978
After 2 years	6,391
After 3 years	6,871
After 15 years	7,008

NOTES: This pay scale was effective January 1, 2019. In addition to the top base wage shown above, officers could qualify for a supplement of up to 10 percent of their base wage as "incentive pay" if they (1) had at least a bachelor's degree, (2) took specified amounts of training annually, (3) did at least 50 hours of community service per year, (4) passed an annual written skill assessment, and (5) made progress on personal wellness/fitness goals. An officer who was at the highest base wage and who qualified for the 10 percent supplement would have had a monthly salary of \$7,709.

City of Oakdale

Effective Date	Monthly Wage	Notes
Start	\$4,590	
After 6 months	4,966	
After 1 year	5,297	
After 2 years	5,960	
After 3 years	6,622	
After 4 years	6,820	Longevity pay step
After 8 years	6,953	Longevity pay step
After 12 years	7,085	Longevity pay step
After 16 years	7,218	Longevity pay step
After 23 years	7,284	Longevity pay step
After 28 years	7,350	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Plymouth

Effective Date	Monthly Wage
Start	\$5,219
After 6 months	5,680
After 1 year	6,112
After 2 years	6,498
After 3 years	7,134
After 4 years	7,247
After 9 years	7,576
After 12 years	7,616
After 15 years	7,760
After 20 years	7,836

NOTE: This pay scale was effective January 1, 2019.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Prior Lake

Effective Date	Monthly Wage	Notes
Start	\$4,725	
After 1 year	5,797	
After 2 years	6,177	
After 3 years	6,582	
After 4 years	+3% of base wage	Longevity pay step
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7% of base wage	Longevity pay step
After 16 years	+9% of base wage	Longevity pay step

NOTE: This pay scale was effective January 1, 2019.

City of Ramsey

Effective Date	Monthly Wage	Notes
Start	\$4,597	
After 1 year	5,254	
After 2 years	5,911	
After 3 years	6,239	
After 4 years	6,567	
After 5 years	6,699	Longevity pay step
After 8 years	6,830	Longevity pay step
After 12 years	6,962	Longevity pay step
After 16 years	7,093	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. The Ramsey contract refers to longevity pay as "proficiency pay" or "pro-pay."

City of Richfield

Effective Date	Monthly Wage
Start	\$5,163
After 1 year	5,585
After 2 years	6,011
After 3 years	6,497
After 4 years	6,976

NOTE: This pay scale was effective January 1, 2019.

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of Rochester

Effective Date	Monthly Wage
Start	\$4,959
After 1 year	5,157
After 2 years	5,363
After 3 years	5,578
After 4 years	5,801
After 5 years	6,034
After 6 years	6,273
After 8 years	6,488
After 10 years	6,708
After 12 years	6,935
After 14 years	7,173

NOTE: This pay scale was effective January 1, 2019.

City of Roseville

Effective Date	Monthly Wage	Notes
Start	\$4,616	
After 6 months	4,946	
After 1 years	5,605	
After 2 years	5,935	
After 3 years	6,595	
After 4 years	+\$167 per month	Longevity pay step
After 8 years	+\$288 per month	Longevity pay step
After 12 years	+\$409 per month	Longevity pay step
After 16 years	+\$536 per month	Longevity pay step
After 20 years	+\$725 per month	Longevity pay step

NOTES: This pay scale was effective January 1, 2019. Employees had to choose between longevity pay and educational incentive pay. The educational incentive was \$90 per month for a bachelor's degree or \$160 per month for a post-bachelor's degree.

City of St. Louis Park

Effective Date	Monthly Wage
Start	\$5,200
After 1 year	5,460
After 2 years	6,354
After 3 years	6,891
After 4 years	7,096
After 6 years	7,236
After 8 years	7,379
After 10 years	7,525
After 12 years	7,896

NOTES: This pay scale was effective January 1, 2019. According to the contract, "Employees must achieve above average performance as determined by the Police Chief to advance to the next step."

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (continued)

City of St. Paul

Effective Date	Monthly Wage
Start	\$5,353
After 1 year	5,829
After 3 years	6,387
After 5 years	6,724
After 7 years	6,958
After 10 years	7,157
After 15 years	7,244
After 19 years	7,616

NOTE: This pay scale was effective July 6, 2019.

City of Savage

Effective Date	Monthly Wage
Start	\$4,699
After 6 months	5,387
After 1 year	5,744
After 2 years	6,087
After 3 years	6,424
After 4 years	6,985
After 5 years	7,119

NOTES: This pay scale was effective January 1, 2019. The contract said the city could withhold the six-month increase depending on employee performance, as determined by the police chief.

City of Shakopee

Effective Date	Monthly Wage	Notes
Start	\$5,250	
After 1 year	5,687	
After 2 years	6,125	
After 3 years	6,562	
After 4 years	7,000	
After 4 years	+\$112 per month	Longevity pay step
After 7 years	+\$139 per month	Longevity pay step
After 10 years	+\$166 per month	Longevity pay step
After 14 years	+\$195 per month	Longevity pay step

NOTES: This pay scale was effective December 24, 2018. Employees were given a one-time opportunity to choose between the Longevity Pay Plan (with the rates shown above) and an Incentive Pay Plan. The Incentive Pay Plan provided supplemental pay to eligible employees for education and training (up to \$220 per month), community service (\$60 per month), fitness (\$150 per month), and/or foreign language skills (\$60 per month).

(Continued on next page.)

Exhibit A.1: Base Wages for Police Officers and State Troopers, by Department, 2019 (concluded)

City of White Bear Lake

Effective Date	Monthly Wage	Notes
Start	\$4,482	
After 6 months	4,793	
After 1 year	5,358	
After 2 years	5,966	
After 3 years	6,531	
After 4 years	+3% of base wage	Longevity pay step
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7% of base wage	Longevity pay step
After 16 years	+9% of base wage	Longevity pay step
After 20 years	+11% of base wage	Longevity pay step

NOTES: This pay scale was effective July 1, 2019. After four years of employment, employees could choose annually between longevity pay (rates shown above) and supplemental pay for educational credits (3 to 9 percent of base pay, depending on credits earned).

City of Woodbury

Effective Date	Monthly Wage	Notes
Start	\$4,885	
After 1 year	5,528	
After 2 years	6,171	
After 3 years	6,682	
After 4 years	6,952	
After 8 years	+5% of base wage	Longevity pay step
After 12 years	+7% of base wage	Longevity pay step
After 16 years	+9% of base wage	Longevity pay step

NOTE: This pay scale was effective December 9, 2018.

Minnesota State Patrol (State Troopers)

Effective Date	Monthly Wage
Start	\$4,822
After 1 year	5,020
After 2 years	5,222
After 3 years	5,422
After 4 years	5,639
After 5 years	5,871
After 6 years	6,107
After 7 years	6,344

NOTE: This pay scale was effective October 3, 2018.

SOURCE: Office of the Legislative Auditor, based on review of state and local law enforcement contracts that were in effect for all or part of 2019.