



South Orange County Community College District

POLICE OFFICER SALARY SCHEDULE

2025-2026

3.44% Increase

Effective July 1, 2025

<u>CLASSIFICATION</u>		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Range II	Monthly	6,782.25	7,121.92	7,479.67	7,852.25	8,244.92	8,657.67
	Police Officer	<i>Annual</i>	<i>81,387</i>	<i>85,463</i>	<i>89,756</i>	<i>94,227</i>	<i>98,939</i>
Range IV	Monthly	7,477.58	7,852.25	8,244.92	8,655.58	9,088.50	9,545.67
	Police Sergeant	<i>Annual</i>	<i>89,731</i>	<i>94,227</i>	<i>98,939</i>	<i>103,867</i>	<i>109,062</i>

Hourly Rate = Annual Rate / 2080

5.6.1 Shift Differential:

Any employee in the bargaining unit who is assigned a traditional 8-hour work shift commences between 11 a.m. and 9 p.m. inclusive shall be paid a shift differential premium of five (5) percent above the regular rate of pay for all hours worked. Any employee in the bargaining unit who is assigned a traditional 8-hour work shift commences between 9 p.m. and 4 a.m. inclusive shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked. Any employee in the bargaining unit who is assigned to a shift in a "3/12" work schedule pursuant to Section 5.1.2 that encompasses working at 12:00 a.m. (midnight) shall be paid a shift differential premium of seven and one half (7.5) percent above the regular rate of pay for all hours worked. Shift differentials are not paid if the employee is working the shift based on overtime pay, unless the employee has worked for four (4) or more such shifts during the pay period.

6.9 Longevity:

The District agrees to additionally compensate long service employees as specified below:

19% increase in base salary after 22 years of service

20% increase in base salary after 23 years of service

21% increase in base salary after 24 years of service

22% increase in base salary after 25 years of service

The provisions of Article 6.9 will be discontinued for all bargaining unit members hired after October 1, 1998.

6.14 Bilingual Pay:

Police Officers may become certified by the District in a foreign language in which they can demonstrate fluency by taking and passing a test administered by the Human Resources Department (or designee) for the purpose of being able to use those foreign language skills in the line of duty with a person unable to speak English. When an Officer is directed by the manager or supervisor, with the approval of the resident, to use a verified bilingual ability as a regular and routine component of their assignment, they shall receive a stipend of 2% of base salary. The District shall require testing and certification of bilingual ability prior to the authorization for this stipend.

6.15 Field Training Officer (FTO):

The District will provide an allowance to FTO's of five (5) percent added to base compensation during the period in which a unit member is performing FTO duties, to commence the pay period that they serve as an FTO starting on the first day of the following month.

6.16 Advanced POST Certificate:

The District will provide an annual stipend to any Officer who possesses an Advanced POST certificate, equivalent to 3.5% of the Officer's base salary payable on a monthly prorated basis. In order to initiate the stipend, an officer must submit the certificate to Human Resources before the 5th of the month in order to receive payment beginning in the subsequent pay period.