

**PORTLAND POLICE DEPARTMENT  
PBA PAY PLAN**

	<b>Effective 7/4/10</b>	<b>Effective 7/3/11</b>
<b>0-1 Year</b>	<b>\$35,443.20</b>	<b>\$35,796.80</b>
<b>1-3 Years</b>	<b>\$39,166.40</b>	<b>\$39,561.60</b>
<b>3-5 Years</b>	<b>\$43,347.20</b>	<b>\$43,784.00</b>
<b>5-8 Years</b>	<b>\$45,052.80</b>	<b>\$45,510.40</b>
<b>8-12 Years</b>	<b>\$46,633.60</b>	<b>\$47,091.20</b>
<b>12-18 Years</b>	<b>\$48,256.00</b>	<b>\$48,734.40</b>
<b>18+ Years</b>	<b>\$49,940.80</b>	<b>\$50,440.00</b>

Salary reflects BASE pay only; does not include any overtime, court Time, education or night shift add-on's.

2010 Annual salary for officers in their first full year : \$ 46,300-\$ 57,300