

**Table 7a. Starting salaries, collective bargaining, special pay, and officer membership organizations in local law enforcement agencies, 1997**

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>ALABAMA</b>										
Etowah	Gadsden Police	\$33,612	\$28,142	\$24,980	\$22,986	X	H,S	X	-	X
Houston	Dothan Police	\$66,531	\$33,111	\$28,266	\$27,443	-	-	X	X	X
Jefferson	Jefferson County Sheriff	\$67,500	\$27,331	\$23,608	\$22,505	X	E,H	-	-	X
Jefferson	Bessemer Police	\$64,555	\$37,080	\$26,208	\$23,753	-	E	-	-	-
Jefferson	Birmingham Police	\$70,179	\$27,788	\$25,188	\$22,859	-	E,H,M	-	-	X
Jefferson	Hoover Police	\$58,746	\$36,065	\$31,154	\$29,671	-	E,H,S	-	X	X
Madison	Huntsville Police	\$57,740	\$30,992	\$26,769	\$24,356	-	H	-	-	X
Mobile	Mobile County Sheriff	\$85,151	\$27,936	\$22,440	\$21,888	-	E,M	X	X	X
Mobile	Mobile Police	\$77,844	\$26,612	\$21,888	\$20,856	-	E,H,M	-	-	X
Montgomery	Montgomery County Sheriff	\$59,488	\$28,935	\$22,671	\$20,564	-	H,M	-	-	-
Montgomery	Montgomery Police	\$62,009	\$26,721	\$24,708	\$24,008	-	H,M,S	-	-	X
Morgan	Decatur Police	---	---	---	---	-	M	-	-	X
Tuscaloosa	Tuscaloosa Police	\$56,803	\$29,143	\$24,189	\$23,363	-	S	-	-	-
<b>ALASKA</b>										
Anchorage	Anchorage Police	\$73,736	\$50,660	\$46,280	\$45,064	X	E,M,S	X	X	X
<b>ARIZONA</b>										
Maricopa	Maricopa County Sheriff	\$75,000	\$40,227	\$27,934	\$26,603	-	S,E	-	X	X
Maricopa	Chandler Police	\$72,259	\$38,226	\$33,003	\$31,431	X	E,H,M	-	-	X
Maricopa	Glendale Police	\$74,712	\$39,307	\$33,815	\$33,815	-	H,M	-	-	X
Maricopa	Mesa Police	\$93,626	\$45,513	\$33,722	\$32,892	-	-	-	-	X
Maricopa	Phoenix Police	\$80,122	\$39,374	\$34,320	\$32,802	X	S,E	X	X	X
Maricopa	Scottsdale Police	\$73,694	\$47,777	\$32,053	\$30,013	-	S,M	-	-	X
Maricopa	Tempe Police	\$79,737	\$41,790	\$33,798	\$33,798	-	S	-	-	-
Pima	Pima County Sheriff	---	\$45,174	\$31,479	\$30,798	X	E,H,M,S	-	-	X
Pima	Tucson Police	\$70,000	\$41,388	\$30,888	\$29,400	-	E,H,M,S	X	X	X
Pinal	Pinal County Sheriff	\$75,000	\$32,033	\$27,601	\$26,249	-	S,M	-	-	-
Yuma	Yuma Police	\$65,662	\$39,017	\$31,242	\$31,242	-	-	-	-	X
<b>ARKANSAS</b>										
Jefferson	Pine Bluff Police	\$43,963	\$31,251	\$27,405	\$23,259	-	E,M	-	-	X
Pulaski	Pulaski County Sheriff	\$27,000	\$21,869	\$18,402	\$18,402	-	-	-	-	X
Pulaski	Little Rock Police	\$58,900	\$35,462	\$23,061	\$23,061	X	S,E	X	-	X
Pulaski	North Little Rock Police	\$65,000	\$33,374	\$24,222	\$21,633	X	E	-	-	X
Sebastian	Fort Smith Police	\$52,500	\$32,100	\$26,850	\$24,010	-	E	-	-	X
<b>CALIFORNIA</b>										
Alameda	Alameda County Sheriff	\$136,524	\$55,668	\$43,572	\$37,380	X	E,M	X	X	X
Alameda	Alameda Police	\$88,400	\$58,032	\$47,715	\$47,715	X	E	-	-	X
Alameda	Berkeley Police	\$84,192	\$66,504	\$52,752	\$50,412	X	H	-	-	X
Alameda	Fremont Police	\$126,351	\$66,460	\$56,260	\$54,432	X	E,M	X	X	X
Alameda	Hayward Police	\$121,823	\$60,180	\$55,407	\$50,415	X	E,M	-	-	X
Alameda	Oakland Police	\$118,680	\$70,764	\$49,608	\$47,244	X	E	X	-	X
Contra Costa	Contra Costa County Sheriff	\$127,500	\$49,668	\$45,072	\$42,924	X	E,M	-	-	X
Contra Costa	Concord Police	\$86,484	\$55,848	\$44,868	\$44,868	X	S,E	-	-	X
Contra Costa	Richmond Police	\$100,000	\$53,000	\$48,700	\$46,500	X	E,H,M,S	X	X	X
El Dorado	El Dorado County Sheriff	\$86,775	\$40,770	\$33,000	\$31,470	X	E,H,S	X	-	X
Fresno	Fresno County Sheriff	\$111,250	\$58,710	\$39,841	\$30,221	X	E	-	X	X
Fresno	Fresno Police	\$80,400	\$57,144	\$46,596	\$40,332	X	E,H	X	X	X
Kern	Kern County Sheriff	\$103,996	\$50,988	\$35,964	\$30,348	X	E,H,M	X	-	X
Kern	Bakersfield Police	\$92,470	\$53,600	\$40,960	\$33,995	X	E,H	X	-	X
Los Angeles	Los Angeles County Sheriff	\$234,015	\$57,840	\$41,041	\$40,349	X	E,H,M,S	X	X	X
Los Angeles	Beverly Hills Police	\$123,917	\$52,633	\$48,519	\$43,529	-	E,H	-	-	X
Los Angeles	Burbank Police	\$96,264	\$54,240	\$46,500	\$43,176	X	E,H	-	-	X
Los Angeles	Compton Police	\$82,764	\$57,264	\$40,152	\$31,728	X	E,M	-	-	X
Los Angeles	Culver City Police	\$103,417	\$63,128	\$43,721	\$41,387	X	E	X	X	X
Los Angeles	Downey Police	\$86,844	\$50,439	\$45,317	\$42,955	X	E,H,M	-	-	X
Los Angeles	El Monte Police	\$104,200	\$64,227	\$48,544	\$40,120	X	E	X	X	X
Los Angeles	Glendale Police	\$104,280	\$58,212	\$47,616	\$45,144	-	E,H,M	X	-	X
Los Angeles	Inglewood Police	\$85,080	\$49,962	\$40,946	\$38,959	X	S,E	X	-	X
Los Angeles	Long Beach Police	\$122,000	\$51,972	\$38,976	\$35,076	X	E,H	X	X	X
Los Angeles	Los Angeles Police	\$202,000	\$60,739	\$43,868	\$43,868	X	E,H,M	X	-	X
Los Angeles	Pasadena Police	\$99,063	\$53,435	\$45,448	\$43,076	X	E,H,M	X	-	X
Los Angeles	Pomona Police	\$127,573	\$53,946	\$45,540	\$29,760	X	E,H,M	X	X	X
Los Angeles	Santa Monica Police	\$102,108	\$54,696	\$46,728	\$46,728	X	E,H	-	-	X
Los Angeles	Torrance Police	\$91,740	\$57,960	\$45,156	\$43,008	X	E,H	-	-	X
Los Angeles	West Covina Police	\$105,000	\$72,000	\$50,000	\$36,000	X	E	-	-	X
Los Angeles	Whittier Police	\$100,300	\$50,964	\$42,828	\$40,716	X	-	-	-	X
Marin	Marin County Sheriff	\$103,080	\$56,056	\$44,845	\$42,785	X	E	X	-	X
Monterey	Monterey County Sheriff	\$97,860	\$47,592	\$40,571	\$38,400	X	E	X	X	X
Monterey	Salinas Police	\$91,812	\$56,076	\$43,092	\$41,028	X	E,M,S	X	X	X
Orange	Orange County Sheriff-Coroner	\$126,214	\$50,825	\$41,121	\$39,104	X	E,H,S	-	-	X
Orange	Anaheim Police	\$91,190	\$65,395	\$38,813	\$38,813	X	E,H,M,S	X	-	X
Orange	Costa Mesa Police	\$81,000	\$49,572	\$42,300	\$40,284	X	E,M	X	X	X
Orange	Fullerton Police	\$105,780	\$61,950	\$47,330	\$42,720	X	E,H	X	X	X
Orange	Garden Grove Police	\$85,284	\$51,732	\$42,228	\$40,248	X	E	X	X	X
Orange	Huntington Beach Police	\$112,500	\$65,220	\$46,356	\$41,640	X	E,H,M	-	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>CALIFORNIA (cont.)</b>										
Orange	Irvine Police	\$85,407	\$51,074	\$39,384	\$39,384	X	E,H,M	-	-	X
Orange	Newport Beach Police	\$106,044	\$53,736	\$39,648	\$35,688	X	E,M	X	-	X
Orange	Orange Police	\$85,308	\$59,856	\$42,012	\$39,972	X	E,H,M,S	X	X	X
Orange	Santa Ana Police	\$85,728	\$57,168	\$46,332	\$46,332	X	E,M	X	X	X
Placer	Placer County Sheriff	\$92,300	\$39,408	\$32,772	\$29,496	X	S,E	-	-	X
Riverside	Riverside County Sheriff	\$114,317	\$47,008	\$36,941	\$35,006	X	E,H,M	-	-	X
Riverside	Corona Police	\$101,656	\$55,392	\$39,372	\$37,500	X	E,M	-	-	X
Riverside	Riverside Police	\$74,000	\$56,958	\$40,572	\$35,052	X	H,M	X	-	-
Sacramento	Sacramento County Sheriff	\$111,720	\$43,806	\$37,855	\$37,855	X	E,H	X	-	-
Sacramento	Sacramento Police	\$76,543	\$37,093	\$31,788	\$31,788	X	E	-	-	X
San Bernardino	San Bernardino County Sheriff	\$112,000	\$45,406	\$36,275	\$32,947	X	E	-	-	X
San Bernardino	Fontana Police	\$85,428	\$53,016	\$40,620	\$38,688	X	S,M	-	-	X
San Bernardino	Ontario Police	\$73,860	\$61,104	\$41,820	\$37,860	X	E,H,M,S	X	X	X
San Bernardino	Rialto Police	\$74,424	\$47,652	\$43,813	\$39,720	-	S,E	-	-	X
San Bernardino	San Bernardino Police	\$106,560	\$51,948	\$39,960	\$31,968	X	E,H,M	X	-	X
San Diego	San Diego County Sheriff	\$131,568	\$64,189	\$46,482	\$40,560	X	E	X	X	X
San Diego	Chula Vista Police	\$107,800	\$48,600	\$41,900	\$39,900	X	E	X	X	X
San Diego	El Cajon Police	\$81,022	\$42,326	\$34,813	\$31,536	X	E,M	X	X	X
San Diego	Escondido Police	\$67,533	\$45,615	\$38,152	\$34,609	X	E,M,S	-	-	X
San Diego	Oceanside Police	\$85,821	\$52,458	\$31,970	\$28,787	X	S,E	X	X	X
San Diego	San Diego Police	\$117,600	\$48,500	\$40,198	\$39,900	-	E,H,S	-	-	X
San Francisco	San Francisco Police	\$132,912	\$60,918	\$45,318	\$39,962	-	E,H,M,S	X	X	X
San Joaquin	San Joaquin County Sheriff	\$100,000	\$49,000	\$43,000	\$43,000	X	E,H,M	X	X	X
San Joaquin	Stockton Police	\$80,808	\$42,456	\$35,820	\$35,820	X	E	X	X	X
San Luis Obispo	San Luis Obispo County Sheriff	\$101,796	\$43,332	\$35,676	\$35,676	X	E,H	X	X	X
San Mateo	San Mateo County Sheriff	\$110,157	\$47,216	\$40,290	\$40,290	X	E,H,M,S	X	-	-
San Mateo	Daly City Police	\$112,104	\$55,380	\$44,640	\$44,640	-	E,M	X	X	X
San Mateo	San Mateo Police	\$78,832	\$56,222	\$46,987	\$44,949	X	S,E	X	X	X
Santa Barbara	Santa Barbara County Sheriff	\$112,840	\$45,456	\$37,980	\$31,116	X	E,H,M	-	-	X
Santa Barbara	Santa Barbara Police	\$82,920	\$47,784	\$37,056	\$35,088	X	S,E	-	-	X
Santa Clara	Santa Clara County Sheriff	\$112,455	\$49,762	\$45,144	\$42,985	X	E,H,S	-	-	X
Santa Clara	San Jose Police	\$96,082	\$55,952	\$53,452	\$43,310	X	E	X	X	X
Santa Clara	Santa Clara Police	\$115,860	\$66,036	\$59,892	\$57,048	X	E,H,M,S	X	X	X
Santa Clara	Sunnyvale Police	\$98,815	\$64,035	\$46,171	\$46,171	X	E,H	X	-	X
Santa Cruz	Santa Cruz County Sheriff	\$105,372	\$41,748	\$37,898	\$36,150	X	S,E	X	X	X
Shasta	Shasta County Sheriff	\$77,970	\$34,000	\$30,000	\$28,300	X	S,E	X	X	X
Solano	Vallejo Police	\$103,998	\$60,331	\$50,306	\$50,306	X	E,H	X	-	X
Sonoma	Sonoma County Sheriff-Coroner	\$107,573	\$53,536	\$41,676	\$39,368	X	E,M,S	X	-	X
Sonoma	Santa Rosa Police	\$97,380	\$60,720	\$46,176	\$46,176	X	E,H,M	X	X	X
Stanislaus	Stanislaus County Sheriff	\$96,000	\$40,000	\$35,000	\$35,000	X	E,H	X	X	X
Stanislaus	Modesto Police	\$78,156	\$49,908	\$39,072	\$37,212	X	-	X	X	X
Tulare	Tulare County Sheriff	\$88,554	\$37,271	\$30,259	\$28,794	X	E,H	X	X	X
Ventura	Ventura County Sheriff	\$132,623	\$45,121	\$34,614	\$32,965	X	E,H	X	-	X
Ventura	Simi Valley Police	\$85,357	\$49,785	\$40,186	\$38,080	X	E,M	X	X	X
Ventura	Ventura Police	\$76,800	\$49,764	\$36,516	\$36,516	X	S,E	X	-	-
<b>COLORADO</b>										
Adams	Adams County Sheriff	\$69,753	\$35,424	\$29,316	\$28,464	-	-	-	-	X
Adams	Westminster Police	\$73,450	\$43,623	\$30,673	\$30,673	-	M	X	X	X
Arapahoe	Aurora Police	\$67,280	\$53,948	\$45,046	\$28,843	X	S	-	-	X
Boulder	Boulder County Sheriff	\$56,400	\$41,172	\$42,327	\$31,452	-	M	X	X	X
Boulder	Boulder Police	\$70,376	\$46,101	\$33,169	\$32,508	X	E,H,M,S	-	-	X
Denver	Denver Police	\$101,472	\$54,168	\$31,464	\$30,300	X	H	X	X	X
Douglas	Douglas County Sheriff	\$45,700	\$38,520	\$35,808	\$32,388	-	-	-	-	X
El Paso	El Paso County Sheriff	\$56,400	\$43,284	\$34,940	\$29,940	-	E,M	-	-	X
El Paso	Colorado Springs Police	\$68,208	\$50,760	\$33,372	\$29,016	-	E,H,S	-	-	X
Jefferson	Jefferson County Sheriff	\$56,400	\$48,156	\$33,744	\$32,436	-	H,M	-	-	X
Jefferson	Arvada Police	\$65,052	\$47,196	\$33,355	\$24,991	-	-	-	-	-
Jefferson	Lakewood Police	\$59,569	\$47,186	\$35,239	\$33,538	-	-	X	X	X
Larimer	Larimer County Sheriff	\$56,400	\$32,606	\$27,432	\$24,240	-	M	-	-	-
Larimer	Fort Collins Police	\$69,446	\$49,738	\$34,684	\$31,538	-	-	-	-	-
Pueblo	Pueblo Police	\$70,404	\$41,436	\$31,476	\$27,684	X	S,E	X	X	X
<b>CONNECTICUT</b>										
Fairfield	Bridgeport Police	\$84,779	\$47,875	\$36,205	\$32,738	X	S,E	X	-	X
Fairfield	Danbury Police	\$80,393	\$48,461	\$39,744	\$34,785	X	E	X	X	X
Fairfield	Greenwich Police	\$73,500	\$54,514	\$39,981	\$37,584	X	S,E	X	X	X
Fairfield	Norwalk Police	\$86,992	\$53,861	\$40,517	\$38,838	X	S,E	X	-	X
Fairfield	Stamford Police	\$89,100	\$53,592	\$39,007	\$37,410	X	S,E	X	-	X
Hartford	Bristol Police	\$65,872	\$46,634	\$35,460	\$34,100	X	S,E	X	X	X
Hartford	East Hartford Police	\$64,980	\$45,649	\$39,999	\$33,598	X	-	X	-	X
Hartford	Hartford Police	\$66,755	\$50,713	\$32,929	\$31,057	X	E	X	-	X
Hartford	Manchester Police	\$89,376	\$51,404	\$38,900	\$36,189	X	E	X	-	X
Hartford	New Britain Police	\$72,000	\$46,756	\$42,186	\$40,886	X	S,E	X	-	X
New Haven	Meriden Police	---	---	---	---	X	S,E	X	-	-
New Haven	Milford Police	\$64,357	\$44,410	\$36,054	\$36,054	X	S,E	X	-	X
New Haven	New Haven Police	\$77,250	\$49,202	\$43,732	\$32,000	X	E,H,S	X	-	X
New Haven	Waterbury Police	\$79,000	\$50,403	\$39,856	\$35,616	X	E	X	-	X
New Haven	West Haven Police	\$69,834	\$48,282	\$43,593	\$35,959	X	S,E	X	X	-

Table 7a. - continued

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		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>DELAWARE</b>										
New Castle	New Castle County Police	\$85,073	\$35,674	\$32,357	\$32,357	X	S,M	X	-	X
New Castle	Wilmington Police	\$69,010	\$47,531	\$30,947	\$29,195	X	H,M,S	X	X	X
<b>DISTRICT OF COLUMBIA</b>										
Washington, DC	Washington Metropolitan Police	\$91,474	\$37,954	\$29,342	\$27,945	X	S	X	X	X
<b>FLORIDA</b>										
Alachua	Alachua County Sheriff	\$97,272	\$31,880	\$22,417	\$22,417	-	E,H,M	-	-	X
Alachua	Gainesville Police	\$54,846	\$33,464	\$22,930	\$20,922	X	E,M	X	-	X
Bay	Bay County Sheriff	\$92,687	\$24,207	\$18,683	\$18,139	-	E,H	X	X	X
Brevard	Brevard County Sheriff	\$105,414	\$34,739	\$22,298	\$22,298	-	E,M	-	-	X
Brevard	Melbourne Police	\$49,770	\$31,608	\$25,944	\$25,312	X	E	X	X	X
Brevard	Palm Bay Police	\$48,481	\$32,185	\$25,385	\$24,827	X	E,M	X	X	X
Broward	Broward County Sheriff	\$120,337	\$35,461	\$30,628	\$29,169	X	E,H,M	X	-	-
Broward	Coral Springs Police	\$94,000	\$41,363	\$35,277	\$17,635	X	E,H,M	X	X	X
Broward	Davie Police	\$62,133	\$40,537	\$33,837	\$32,226	X	E	X	X	X
Broward	Fort Lauderdale Police	\$71,573	\$43,264	\$33,197	\$31,595	X	-	X	X	X
Broward	Hollywood Police	\$70,000	\$48,886	\$34,730	\$33,076	X	E,M,S	X	-	X
Broward	Margate Police	\$75,000	\$47,873	\$29,255	\$23,934	X	E,M,S	X	X	X
Broward	Miramar Police	\$77,000	\$38,000	\$33,217	\$31,250	X	E,M	X	X	X
Broward	Pembroke Pines Police	\$65,769	\$41,079	\$34,770	\$33,114	X	E,M,S	X	X	X
Broward	Plantation Police	\$60,000	\$40,000	\$34,100	\$34,100	X	E,H,M,S	-	-	-
Broward	Pompano Beach Police	\$59,182	\$37,764	\$32,623	\$32,623	X	E,M	X	-	X
Broward	Sunrise Police	\$61,027	\$37,984	\$34,411	\$33,572	X	E,M,S	X	-	X
Charlotte	Charlotte County Sheriff	\$91,793	\$32,827	\$21,080	\$19,080	X	E,H	X	X	X
Citrus	Citrus County Sheriff	\$93,667	\$28,615	\$22,666	\$20,172	-	E,M	-	-	-
Clay	Clay County Sheriff	\$91,269	\$33,000	\$23,274	\$23,043	-	E,M,S	-	-	X
Collier	Collier County Sheriff	\$96,360	\$32,350	\$26,880	\$24,890	-	E,M	-	-	X
Dade	Metro-Dade Police	\$94,693	\$35,703	\$26,751	\$17,683	X	E,H,M,S	X	-	X
Dade	Coral Gables Police	\$65,166	\$39,926	\$32,847	\$29,793	X	E,H,M,S	X	X	X
Dade	Hialeah Police	\$48,542	\$40,300	\$27,846	\$27,846	X	E,H	X	X	X
Dade	Miami Police	\$78,230	\$33,768	\$29,111	\$25,472	X	E,H,M,S	X	X	X
Dade	Miami Beach Police	\$71,370	\$48,750	\$36,374	\$32,994	X	E,H,M,S	X	X	X
Duval	Jacksonville Sheriff	\$114,056	\$44,352	\$30,312	\$28,692	X	S,E	X	X	X
Escambia	Escambia County Sheriff	\$101,259	\$27,865	\$22,925	\$20,793	X	E,M,S	X	-	-
Escambia	Pensacola Police	\$30,000	\$29,198	\$21,944	\$20,904	-	S,E	X	X	X
Hernando	Hernando County Sheriff	\$89,036	\$32,205	\$23,224	\$22,482	-	E,M	-	-	-
Hillsborough	Hillsborough County Sheriff	\$112,368	\$39,268	\$29,738	\$28,872	-	E,H,M	-	-	X
Hillsborough	Tampa Police	\$65,520	\$49,421	\$30,410	\$30,410	X	E,H,S	X	-	X
Indian River	Indian River County Sheriff	\$94,176	\$37,447	\$25,477	\$25,477	-	E,M	-	-	X
Lake	Lake County Sheriff	\$95,617	\$36,800	\$32,640	\$21,165	-	E	-	-	-
Lee	Lee County Sheriff	\$103,634	\$36,272	\$23,000	\$18,500	-	E,M	-	-	-
Lee	Cape Coral Police	\$52,416	\$30,326	\$26,208	\$26,208	X	E,H	X	-	X
Lee	Fort Myers Police	\$77,234	\$37,239	\$30,046	\$27,540	X	E	X	-	X
Leon	Leon County Sheriff	\$101,197	\$30,000	\$25,000	\$25,000	-	E	-	X	X
Leon	Tallahassee Police	\$83,000	\$37,003	\$27,477	\$26,832	X	E,M	X	X	X
Manatee	Manatee County Sheriff	\$98,951	\$38,862	\$20,705	\$20,102	-	E	-	-	X
Marion	Marion County Sheriff	\$98,533	\$30,779	\$20,959	\$19,756	-	E,M	-	-	X
Marion	Ocala Police	\$46,273	\$27,510	\$23,795	\$21,660	X	E,M,S	X	X	X
Martin	Martin County Sheriff	\$86,855	\$26,726	\$24,222	\$23,352	-	E,M	X	X	X
Monroe	Monroe County Sheriff	\$55,122	\$31,936	\$26,435	\$18,103	-	-	-	-	X
Okaloosa	Okaloosa County Sheriff	\$94,513	\$34,436	\$23,307	\$19,175	-	E	-	-	-
Orange	Orange County Sheriff	\$106,080	\$36,358	\$26,874	\$25,334	-	E,H,M	-	-	X
Orange	Orlando Police	\$94,765	\$41,000	\$30,300	\$28,200	X	S,E	X	-	X
Osceola	Osceola County Sheriff	\$92,490	\$29,051	\$23,845	\$23,845	-	E,M	-	-	X
Palm Beach	Palm Beach County Sheriff	\$101,781	\$36,852	\$27,072	\$27,072	-	E,H,M	-	-	-
Palm Beach	Boca Raton Police	\$55,827	\$37,710	\$31,304	\$31,304	X	E,M	X	-	X
Palm Beach	Boynton Beach Police	\$75,000	\$36,800	\$31,200	\$31,200	X	E	X	-	X
Palm Beach	Delray Beach Police	\$62,922	\$36,000	\$27,487	\$27,487	X	E,M,S	X	X	X
Palm Beach	West Palm Beach Police	\$57,969	\$39,166	\$33,072	\$29,931	X	E,H,M,S	X	X	X
Pasco	Pasco County Sheriff	\$100,367	\$32,641	\$25,017	\$24,398	-	E	-	-	X
Pinellas	Pinellas County Sheriff	\$109,545	\$28,504	\$23,428	\$22,966	-	E,H,M,S	X	X	X
Pinellas	Clearwater Police	\$53,355	\$37,872	\$28,296	\$26,988	X	E,M,S	X	X	X
Pinellas	Largo Police	\$53,851	\$45,926	\$26,624	\$25,355	X	E,M,S	X	X	X
Pinellas	St. Petersburg Police	\$74,150	\$40,708	\$27,798	\$26,857	X	S,E	X	X	X
Polk	Polk County Sheriff	\$101,843	\$31,673	\$25,271	\$25,271	-	E	-	-	-
Polk	Lakeland Police	\$80,753	\$40,011	\$28,436	\$28,436	-	E,H,M	-	-	X
St. John	St. John County Sheriff	\$89,310	\$33,400	\$22,200	\$20,700	-	E	-	-	X
St. Lucie	St. Lucie County Sheriff	\$89,823	\$27,026	\$22,234	\$22,234	-	E	-	-	-
St. Lucie	Fort Pierce Police	\$49,930	\$28,345	\$25,226	\$24,029	X	E,H	X	X	X
St. Lucie	Port St. Lucie Police	\$70,970	\$35,963	\$25,643	\$23,188	X	E,M,S	X	-	X
Santa Rosa	Santa Rosa County Sheriff	\$86,000	\$23,500	\$22,900	\$21,600	-	-	-	-	-
Sarasota	Sarasota County Sheriff	\$100,134	\$32,561	\$25,500	\$19,500	-	E,M	-	-	X
Sarasota	Sarasota Police	\$86,320	\$40,768	\$32,656	\$26,977	X	E,H,S	X	-	X
Seminole	Seminole County Sheriff	\$103,187	\$35,000	\$23,050	\$23,050	-	E,M	-	-	X
Volusia	Volusia County Sheriff	\$104,765	\$25,705	\$20,275	\$20,275	X	E,H,M	X	-	X
Volusia	Daytona Beach Police	\$49,441	\$26,354	\$22,779	\$21,694	X	E,H,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>GEORGIA</b>										
Bibb	Bibb County Sheriff	\$59,800	\$22,006	\$22,006	\$22,006	-	E	X	X	X
Bibb	Macon Police	\$52,873	\$25,688	\$21,757	\$21,174	-	E	-	-	-
Chatham	Chatham County Police	\$56,917	\$27,406	\$21,328	\$21,328	-	-	-	-	-
Chatham	Savannah Police	\$62,884	\$34,551	\$24,578	\$24,578	-	E	-	-	X
Cherokee	Cherokee County Sheriff	\$64,815	\$23,858	\$21,882	\$20,842	-	M	-	-	X
Clarke	Athens-Clarke County Police	\$53,748	\$29,454	\$23,380	\$23,380	-	-	-	-	X
Clayton	Clayton County Police	\$58,299	\$29,201	\$25,493	\$25,180	-	M	-	-	X
Cobb	Cobb County Police	\$53,297	\$30,238	\$26,785	\$23,839	-	H	-	-	X
Cobb	Cobb County Sheriff	\$77,258	\$30,238	\$26,785	\$23,839	-	E	-	-	X
Cobb	Marietta Police	\$60,466	\$23,837	\$21,237	\$21,237	-	H,M,S	-	-	X
Columbia	Columbia County Sheriff	\$53,000	\$25,000	\$22,700	\$20,680	-	-	-	-	X
De Kalb	De Kalb County Police	\$65,797	\$32,597	\$25,030	\$25,030	-	E,H	-	X	X
Dougherty	Albany Police	\$46,340	\$25,001	\$19,538	\$19,045	-	-	-	X	X
Douglas	Douglas County Sheriff	\$58,642	\$26,764	\$24,276	\$23,120	-	M	X	X	X
Fulton	Fulton County Police	\$78,136	\$46,463	\$26,298	\$26,298	-	M	-	-	-
Fulton	Atlanta Police	\$67,266	\$33,524	\$27,780	\$26,518	-	E,M	X	X	X
Fulton	East Point Police	\$49,338	\$28,351	\$22,500	\$22,500	-	-	-	-	X
Gwinnett	Gwinnett County Police	\$85,000	\$28,177	\$25,076	\$23,770	-	E,M	-	-	X
Hall	Hall County Sheriff	---	\$23,961	\$22,172	\$20,966	-	H,M	-	-	X
Muscogee	Columbus Police	\$66,721	\$29,755	\$25,704	\$24,480	-	E,H	-	-	X
Richmond	Augusta-Richmond Co. Sheriff	\$70,270	\$25,321	\$23,157	\$21,874	-	M	-	-	X
<b>HAWAII</b>										
Hawaii	Hawaii County Police	\$66,384	\$37,644	\$32,148	\$29,772	X	H,S	X	X	X
Honolulu	Honolulu Police	\$83,700	\$37,644	\$32,148	\$29,772	X	E,H,S	X	X	-
Kauai	Kauai County Police	\$66,073	\$37,644	\$32,148	\$29,772	X	H,S	X	X	-
Maui	Maui County Police	\$72,910	\$37,644	\$32,148	\$29,772	X	H,S	X	X	X
<b>IDAHO</b>										
Ada	Ada County Sheriff	\$60,907	\$39,828	\$25,200	\$20,904	-	E	X	X	X
Ada	Boise Police	\$80,120	\$43,608	\$29,220	\$24,552	X	E,H,S	X	-	X
<b>ILLINOIS</b>										
Champaign	Champaign Police	\$66,984	\$46,767	\$32,348	\$32,348	X	-	X	-	X
Cook	Cook County Sheriff	---	---	---	---	X	H	X	X	X
Cook	Arlington Heights Police	\$70,811	\$53,997	\$37,846	\$32,692	X	M	X	X	X
Cook	Chicago Police	\$127,000	\$42,978	\$37,206	\$33,522	X	-	X	-	X
Cook	Cicero Police	\$78,000	\$51,014	\$34,500	\$34,500	X	-	X	-	X
Cook	Evanston Police	\$91,000	\$43,140	\$38,496	\$36,924	X	E	X	X	X
Cook	Oak Lawn Police	\$53,000	\$49,296	\$35,000	\$30,624	X	S,E	X	X	X
Cook	Oak Park Police	\$75,000	\$50,121	\$36,634	\$34,858	X	E	X	-	-
Cook	Schaumburg Police	\$62,837	\$53,756	\$32,138	\$32,138	X	E	X	-	X
Cook	Skokie Police	\$63,929	\$44,668	\$40,870	\$37,024	X	M	X	X	X
Du Page	Naperville Police	\$67,641	\$55,793	\$37,607	\$35,278	X	-	X	-	X
Kane	Aurora Police	\$66,310	\$54,327	\$37,597	\$28,192	X	E,H,S	X	-	X
Kane	Elgin Police	\$89,665	\$52,202	\$35,577	\$33,883	X	M	X	-	X
Lake	Lake County Sheriff	\$102,775	\$40,140	\$32,975	\$31,405	X	-	X	-	X
Lake	Waukegan Police	\$70,506	\$49,605	\$36,099	\$30,845	X	-	X	X	X
Macon	Decatur Police	\$53,880	\$44,812	\$31,235	\$29,749	X	S,M	X	-	X
Peoria	Peoria Police	\$72,000	\$38,000	\$31,000	\$31,000	X	S,E	-	-	X
Sangamon	Springfield Police	\$74,357	\$46,118	\$33,504	\$29,563	X	S	X	-	X
Will	Will County Sheriff	\$64,000	\$48,794	\$32,014	\$30,489	X	S	X	X	X
Will	Joliet Police	\$91,600	\$53,670	\$36,946	\$33,508	X	S,E	X	X	X
Winnebago	Winnebago County Sheriff	\$74,753	\$50,059	\$29,826	\$29,137	X	H	X	-	-
Winnebago	Rockford Police	\$64,043	\$49,008	\$30,201	\$29,198	X	H,S	X	-	X
<b>INDIANA</b>										
Allen	Fort Wayne Police	\$53,519	\$36,843	\$31,200	\$28,080	X	H,M,S	X	-	X
Delaware	Muncie Police	\$43,031	\$34,881	\$31,266	\$26,296	X	S,E	X	X	X
Elkhart	Elkhart Police	\$46,493	\$34,824	\$31,215	\$29,867	X	E,H,S	X	X	X
Howard	Kokomo Police	\$47,566	\$35,413	\$31,618	\$31,018	X	S	-	-	X
Lake	Lake County Sheriff	\$45,140	\$32,285	\$28,879	\$25,991	-	E	X	-	X
Lake	East Chicago Police	\$53,730	\$35,904	\$28,633	\$26,780	-	E,M	-	-	X
Lake	Gary Police	\$46,686	\$27,051	\$25,761	\$25,761	-	H	-	-	X
Lake	Hammond Police	\$44,000	\$36,000	\$28,000	\$25,000	-	S,E	-	-	X
Madison	Anderson Police	\$46,355	\$32,944	\$30,085	\$29,685	X	E,H,M,S	-	-	X
Marion	Marion County Sheriff	\$88,250	\$41,579	\$33,288	\$26,308	X	E,H,M,S	-	-	X
Marion	Indianapolis Police	\$69,992	\$41,182	\$36,151	\$25,695	-	E,H,M,S	-	-	X
St. Joseph	South Bend Police	\$50,250	\$30,135	\$24,850	\$24,850	-	H,S	-	-	X
Vanderburgh	Vanderburgh County Sheriff	\$62,154	\$35,427	\$30,373	\$29,373	-	S,E	-	-	-
Vanderburgh	Evansville Police	\$54,483	\$37,877	\$30,373	\$29,373	X	S,E	X	-	X
Vigo	Terre Haute Police	\$38,410	\$26,855	\$24,884	\$22,983	-	-	-	-	X

**Table 7a. - continued**

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>IOWA</b>										
Black Hawk	Waterloo Police	\$56,950	\$37,835	\$27,560	\$27,560	X	S	X	X	X
Linn	Cedar Rapids Police	\$55,071	\$37,274	\$31,675	\$27,504	X	H,S	X	X	X
Polk	Des Moines Police	\$68,269	\$36,818	\$32,480	\$29,950	X	E,H,M	X	-	X
Scott	Davenport Police	\$70,645	\$39,160	\$32,987	\$30,792	X	E,H,S	X	X	X
Woodbury	Sioux City Police	\$70,000	\$39,933	\$34,568	\$28,805	X	E,H,S	-	-	X
<b>KANSAS</b>										
Douglas	Lawrence Police	\$51,594	\$43,653	\$28,665	\$27,276	-	E,M,S	-	-	X
Johnson	Johnson County Sheriff	\$80,850	\$37,440	\$32,469	\$27,144	-	E,M	-	-	X
Johnson	Olathe Police	\$51,751	\$37,736	\$30,772	\$28,482	-	M	-	-	-
Johnson	Overland Park Police	\$69,276	\$38,052	\$29,412	\$29,412	-	E,M,S	-	-	X
Sedgwick	Sedgwick County Sheriff	\$69,319	\$32,811	\$27,204	\$26,412	-	S,M	-	-	-
Sedgwick	Wichita Police	\$65,074	\$31,445	\$27,445	\$26,138	X	E,H,M,S	X	-	X
Shawnee	Shawnee County Sheriff	\$55,000	\$35,692	\$23,691	\$22,318	X	-	-	-	X
Shawnee	Topeka Police	\$44,699	\$44,054	\$26,832	\$24,523	X	E,H,S	X	X	X
Wyandotte	Kansas City Police	\$79,772	\$45,595	\$26,448	\$26,448	X	E,H,M	X	-	X
<b>KENTUCKY</b>										
Fayette	Lexington-Fayette County Police	\$54,226	\$27,394	\$23,109	\$23,109	-	E,H	-	-	-
Jefferson	Jefferson County Police	\$78,624	\$34,754	\$25,480	\$23,772	X	H,M	X	X	X
Jefferson	Jefferson County Sheriff	\$50,000	\$29,800	\$18,000	\$17,000	-	-	X	-	X
Jefferson	Louisville Police	\$60,792	\$32,589	\$26,271	\$22,633	X	H	X	X	X
Kenton	Covington Police	\$55,000	\$35,637	\$23,375	\$20,874	-	S	X	X	X
<b>LOUISIANA</b>										
Ascension	Ascension Parish Sheriff	\$65,000	\$24,000	\$19,200	\$18,000	-	E,M,S	-	-	X
Bossier	Bossier Police	\$59,652	\$29,868	\$24,612	\$24,612	X	E	X	X	X
Caddo	Caddo Parish Sheriff	\$75,000	\$20,388	\$18,864	\$16,245	-	E	-	-	X
Caddo	Shreveport Police	\$90,472	\$30,936	\$24,480	\$20,316	-	E	X	X	X
Calcasieu	Calcasieu Parish Sheriff	\$88,272	\$47,340	\$19,800	\$16,200	-	E,H,M	-	-	X
Calcasieu	Lake Charles Police	\$65,582	\$21,195	\$18,657	\$17,700	-	-	-	-	X
E. Baton Rouge	E. Baton Rouge Parish Sheriff	\$75,000	\$21,468	\$19,092	\$18,012	-	H	-	-	-
E. Baton Rouge	Baton Rouge Police	\$53,709	\$22,511	\$20,441	\$20,441	X	S,E	X	X	X
Jefferson	Kenner Police	\$52,000	\$27,475	\$20,500	\$20,000	-	-	-	-	-
Lafayette	Lafayette Parish Sheriff	\$65,000	\$21,948	\$21,648	\$18,048	-	-	-	-	-
Lafourche	Lafourche Parish Sheriff	\$60,000	\$25,000	\$21,000	\$19,000	-	E,M	-	-	-
Orleans	New Orleans Police	\$109,000	\$38,668	\$30,136	\$25,164	-	H,S	X	X	X
Ouachita	Ouachita Parish Sheriff	\$75,500	\$26,400	\$16,800	\$16,200	-	E,M	-	-	-
Ouachita	Monroe Police	\$52,902	\$27,865	\$21,794	\$15,363	X	E,H	X	X	X
Rapides	Alexandria Police	\$48,000	\$23,640	\$17,784	\$16,200	X	S	X	X	X
St. Bernard	St. Bernard Parish Sheriff	\$70,000	\$24,336	\$19,332	\$13,341	-	-	-	-	X
St. Charles	St. Charles Sheriff	\$71,500	\$23,532	\$20,988	\$19,080	-	-	-	-	-
St. John the Baptist	St. John the Baptist Sheriff	\$71,500	\$24,000	\$22,200	\$20,400	-	H,M	-	-	X
St. Landry	St. Landry Parish Sheriff	\$65,000	\$25,000	\$16,800	\$13,000	-	-	X	X	X
St. Tammany	St. Tammany Parish Sheriff	\$75,000	\$23,000	\$21,600	\$18,000	-	M	-	-	X
Terrebonne	Terrebonne Parish Sheriff	\$71,500	\$25,200	\$24,000	\$20,000	-	-	-	-	X
<b>MARYLAND</b>										
Anne Arundel	Anne Arundel County Police	\$62,216	\$37,399	\$27,408	\$26,740	X	S,M	-	X	X
Anne Arundel	Annapolis Police	\$45,789	\$30,990	\$28,111	\$26,770	X	S,M	X	X	X
Baltimore(city)	Baltimore Police	\$115,000	\$37,989	\$26,388	\$25,496	-	S,E	-	-	X
Baltimore	Baltimore County Police	\$91,874	\$35,493	\$29,510	\$25,880	-	E,H,M,S	X	X	X
Charles	Charles County Sheriff	\$60,300	\$35,453	\$28,147	\$26,122	-	E,M,S	X	X	X
Harford	Harford County Sheriff	\$60,000	\$30,014	\$26,728	\$25,189	-	S	X	-	-
Howard	Howard County Police	\$64,541	\$36,728	\$29,272	\$27,196	X	S,M	X	-	-
Montgomery	Montgomery County Police	\$72,272	\$42,125	\$29,920	\$29,191	X	E,H,M,S	X	X	X
Prince George's	Prince George's County Police	\$73,419	\$38,063	\$32,302	\$29,135	X	E,M,S	X	-	X
<b>MASSACHUSETTS</b>										
Bristol	Fall River Police	\$71,202	\$37,801	\$29,771	\$28,427	X	S,E	X	X	X
Bristol	New Bedford Police	\$90,000	\$37,092	\$22,958	\$22,958	X	S,E	X	-	X
Essex	Lawrence Police	\$66,067	\$40,560	\$29,718	\$29,718	X	S,E	X	X	X
Essex	Lynn Police	\$96,000	\$34,087	\$26,670	\$25,591	X	S,E	X	-	X
Hampden	Chicopee Police	\$69,472	\$41,600	\$34,736	\$30,368	X	E	X	-	X
Hampden	Holyoke Police	\$72,500	\$48,462	\$29,921	\$28,236	X	E	X	-	X
Hampden	Springfield Police	\$66,658	\$42,162	\$32,776	\$27,576	X	E	X	-	X
Middlesex	Cambridge Police	\$112,000	\$40,571	\$29,477	\$25,716	X	E,H,S	X	X	X
Middlesex	Framingham Police	\$104,000	\$52,000	\$42,000	\$42,000	X	E,H,S	X	-	X
Middlesex	Lowell Police	\$83,455	\$50,791	\$32,521	\$29,284	X	E	X	X	X
Middlesex	Malden Police	\$71,990	\$40,777	\$35,925	\$34,062	X	S,E	X	-	X
Middlesex	Medford Police	\$75,105	\$43,620	\$34,813	\$33,266	X	S,E	X	-	X
Middlesex	Newton Police	\$87,415	\$42,200	\$31,500	\$29,400	X	S,E	X	-	X
Middlesex	Somerville Police	\$76,978	\$46,722	\$32,159	\$31,129	X	S,E	X	-	-
Middlesex	Waltham Police	\$69,827	\$39,501	\$32,799	\$30,979	X	E,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>MASSACHUSETTS</b>										
Norfolk	Brookline Police	\$84,595	\$45,053	\$31,913	\$31,913	X	E,H,S	X	X	X
Norfolk	Quincy Police	\$81,120	\$44,227	\$35,485	\$29,326	X	S,E	X	-	X
Plymouth	Brockton Police	\$70,642	\$43,434	\$35,312	\$27,576	X	E,H,S	X	-	X
Suffolk	Boston Police	\$98,133	\$54,230	\$38,668	\$34,512	X	S,E	X	-	X
Suffolk	Revere Police	\$63,148	\$36,942	\$29,829	\$27,989	X	E,H,S	X	X	X
Worcester	Worcester Police	\$61,862	\$40,782	\$38,376	\$25,272	X	E	X	X	X
<b>MICHIGAN</b>										
Calhoun	Battle Creek Police	\$72,507	\$40,306	\$32,228	\$28,355	X	E	X	X	X
Genesee	Flint Police	\$69,275	\$42,889	\$32,008	\$29,038	X	S,E	X	X	X
Ingham	Lansing Police	\$74,489	\$43,004	\$31,175	\$28,915	X	S	X	-	X
Kalamazoo	Kalamazoo Police	\$86,840	\$52,110	\$40,447	\$37,018	X	S,E	X	-	X
Kent	Kent County Sheriff	\$80,000	\$43,362	\$30,950	\$29,536	X	-	X	-	X
Kent	Grand Rapids Police	\$67,974	\$47,219	\$31,820	\$28,102	X	E,M,S	X	-	X
Macomb	Macomb County Sheriff	\$85,000	\$42,000	\$32,000	\$27,000	X	E,H,S	X	X	X
Macomb	Sterling Heights Police	\$75,402	\$55,759	\$32,913	\$30,226	X	S,E	X	X	X
Macomb	Warren Police	\$80,000	\$50,000	\$28,000	\$28,000	X	E,M,S	X	-	X
Oakland	Oakland County Sheriff	\$93,818	\$44,730	\$33,894	\$23,208	X	-	X	-	X
Oakland	Farmington Hills Police	\$78,342	\$51,200	\$39,021	\$30,916	X	H,S	X	-	X
Oakland	Pontiac Police	\$64,197	\$44,781	\$32,493	\$29,646	X	S	X	-	X
Oakland	Southfield Police	\$62,641	\$52,237	\$32,390	\$32,390	X	S,E	X	-	X
Oakland	Troy Police	\$76,000	\$53,180	\$38,351	\$28,368	X	S,E	X	X	X
Saginaw	Saginaw Police	\$52,308	\$42,120	\$30,888	\$28,766	X	S,E	X	-	X
Washtenaw	Washtenaw County Sheriff	\$87,795	\$45,864	\$34,174	\$29,349	X	S,M	X	-	X
Washtenaw	Ann Arbor Police	\$74,880	\$53,685	\$33,113	\$30,846	X	E	X	X	-
Wayne	Wayne County Sheriff	\$90,006	\$44,613	\$30,000	\$30,000	X	E,H,S	X	X	X
Wayne	Dearborn Police	\$74,000	\$52,000	\$45,760	\$38,000	X	S,E	X	X	X
Wayne	Detroit Police	\$84,000	\$47,627	\$26,788	\$25,000	X	S	X	-	-
Wayne	Livonia Police	\$66,872	\$51,417	\$28,828	\$28,828	X	E,M	-	-	X
Wayne	Taylor Police	\$64,000	\$52,500	\$35,000	\$27,000	X	E,H,S	X	-	X
Wayne	Westland Police	\$67,971	\$50,505	\$34,386	\$30,088	X	S,E	X	-	-
<b>MINNESOTA</b>										
Hennepin	Bloomington Police	\$72,000	\$52,380	\$35,736	\$31,260	X	E	X	X	X
Hennepin	Minneapolis Police	\$96,570	\$47,998	\$31,190	\$29,989	X	S	X	-	X
Ramsey	Ramsey County Sheriff	\$87,360	\$48,624	\$32,856	\$32,856	X	S,M	X	X	X
Ramsey	St. Paul Police	\$72,934	\$40,113	\$34,914	\$33,571	X	S,M	X	X	X
St. Louis	Duluth Police	\$50,916	\$41,580	\$35,040	\$30,144	X	E,H,S	X	X	X
<b>MISSISSIPPI</b>										
Forrest	Hattiesburg Police	\$35,000	\$28,700	\$25,000	\$18,500	-	E	-	-	X
Harrison	Biloxi Police	\$53,372	\$27,568	\$24,150	\$23,100	-	E,H	-	-	-
Harrison	Gulfport Police	\$50,211	\$27,435	\$25,500	\$20,404	-	E,M	-	-	X
Hinds	Jackson Police	\$55,216	\$29,071	\$28,626	\$21,531	-	-	X	-	X
Jackson	Jackson County Sheriff	\$52,000	\$27,248	\$23,524	\$23,524	-	-	-	-	-
<b>MISSOURI</b>										
Boone	Columbia Police	\$54,314	\$42,991	\$26,655	\$25,000	-	E,M,S	X	-	X
Buchanan	St. Joseph Police	\$63,000	\$30,555	\$24,856	\$24,856	-	-	-	-	X
Greene	Springfield Police	\$62,046	\$31,574	\$26,707	\$26,707	-	E	-	-	X
Jackson	Independence Police	\$78,000	\$30,075	\$24,900	\$24,900	-	S	-	-	X
Jackson	Kansas City Police	\$97,824	\$46,872	\$28,836	\$28,836	-	E,H,M,S	-	-	-
Jefferson	Jefferson County Sheriff	\$46,300	\$27,500	\$22,500	\$21,500	-	-	-	-	X
St. Charles	St. Charles County Sheriff	\$52,000	\$30,274	\$24,906	\$24,906	-	-	-	-	X
St. Louis(city)	St. Louis Police	\$77,321	\$43,042	\$30,191	\$29,081	-	S,E	-	-	X
St. Louis	St. Louis County Police	\$64,083	\$30,098	\$29,365	\$27,959	-	E,H,M,S	-	X	X
<b>MONTANA</b>										
Yellowstone	Billings Police	\$54,707	\$31,650	\$26,404	\$26,404	X	S,E	X	-	X
<b>NEBRASKA</b>										
Douglas	Omaha Police	\$92,097	\$46,628	\$34,006	\$29,159	X	S,E	X	-	X
Lancaster	Lincoln Police	\$48,129	\$38,037	\$25,800	\$25,800	X	E,M,S	X	X	X
<b>NEVADA</b>										
Clark	Las Vegas Metropolitan Police	\$84,000	\$45,022	\$37,163	\$35,069	X	E,H,M,S	-	-	X
Clark	North Las Vegas Police	\$69,467	\$63,350	\$38,776	\$36,929	X	H,M,S	-	-	X
Nye	Nye County Sheriff	\$60,000	\$30,000	\$28,000	\$28,000	X	E,M,S	X	-	X
Washoe	Washoe County Sheriff	\$78,000	\$53,789	\$42,827	\$31,221	X	E,H,S	-	-	X
Washoe	Reno Police	\$83,000	\$43,845	\$29,827	\$28,460	X	E,H,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>NEW HAMPSHIRE</b>										
Hillsborough	Manchester Police	\$49,033	\$32,569	\$29,202	\$27,904	X	-	X	X	X
Hillsborough	Nashua Police	\$75,000	\$45,811	\$35,429	\$25,698	X	E	X	-	X
<b>NEW JERSEY</b>										
Atlantic	Atlantic City Police	\$73,039	\$56,013	\$31,600	\$30,400	X	E,H,S	X	-	X
Camden	Camden Police	\$100,000	\$54,000	\$32,000	\$28,800	X	S,E	X	X	X
Camden	Cherry Hill Police	\$67,216	\$61,525	\$34,425	\$26,910	X	E	X	-	X
Essex	Bloomfield Police	\$76,000	\$54,243	\$36,333	\$22,233	X	E	X	-	X
Essex	East Orange Police	\$84,160	\$54,274	\$36,525	\$27,030	X	-	X	-	X
Essex	Irvington Police	\$85,589	\$61,792	\$46,490	\$36,524	X	-	X	X	X
Essex	Newark Police	\$91,611	\$50,958	\$31,500	\$31,500	X	H,S	X	X	X
Essex	West Orange Police	\$85,000	\$53,252	\$34,459	\$28,445	X	E	X	-	X
Hudson	Hudson County Sheriff	\$66,000	\$52,437	\$21,823	\$20,784	X	-	X	X	X
Hudson	Bayonne Police	\$107,142	\$56,721	\$37,817	\$29,271	X	H,S	X	X	X
Hudson	Hoboken Police	\$112,562	\$60,425	\$26,636	\$23,400	X	-	X	-	X
Hudson	Jersey City Police	\$94,000	\$65,298	\$32,465	\$30,159	X	-	X	X	X
Hudson	North Bergen Police	\$130,000	\$63,500	\$30,000	\$25,000	X	E	X	-	X
Hudson	Union City Police	\$125,000	\$70,000	\$27,000	\$22,000	X	E	X	X	X
Hudson	West New York Police	\$98,000	\$51,211	\$27,778	\$23,773	X	E	X	X	X
Mercer	Hamilton Police	\$97,788	\$70,233	\$42,061	\$36,140	X	E	X	X	X
Mercer	Trenton Police	\$100,979	\$57,734	\$28,285	\$22,000	X	S,E	X	X	-
Middlesex	Edison Police	---	---	---	---	X	E,H,S	X	X	X
Middlesex	New Brunswick Police	\$108,988	\$71,847	\$33,095	\$25,000	X	-	X	-	-
Middlesex	Perth Amboy Police	\$77,173	\$57,197	\$38,035	\$31,388	X	E	X	X	X
Middlesex	Woodbridge Police	\$100,213	\$61,039	---	---	X	-	X	X	X
Monmouth	Long Branch Police	\$94,000	\$56,465	\$28,630	\$23,500	X	-	X	-	X
Morris	Parsippany Police	\$87,036	\$62,654	\$56,282	\$32,000	X	E	X	-	X
Ocean	Brick Township Police	\$93,000	\$72,000	\$28,000	\$25,000	X	E	X	-	X
Ocean	Dover Township Police	\$93,000	\$69,400	\$43,258	\$33,500	X	E	X	X	X
Passaic	Passaic County Sheriff	\$94,285	\$54,124	\$22,000	\$22,000	X	S,E	X	-	-
Passaic	Clifton Police	\$103,000	\$78,000	\$30,000	\$24,000	X	S,E	X	X	X
Passaic	Passaic Police	\$71,010	\$57,110	\$27,040	\$22,880	X	E	X	-	X
Passaic	Wayne Police	\$114,418	\$71,043	\$52,716	\$43,260	X	E	X	-	X
Union	Union County Sheriff	\$90,000	\$53,000	\$26,750	\$23,675	X	S,M	X	X	X
Union	Elizabeth Police	\$92,169	\$63,845	\$39,730	\$29,214	X	-	-	-	-
Union	Linden Police	\$92,541	\$58,250	\$33,500	\$27,862	X	E	X	-	X
Union	Plainfield Police	\$79,033	\$56,371	\$47,326	\$33,089	X	E,M	X	X	X
Union	Union Police	\$98,000	\$65,933	\$33,589	\$28,298	X	S	X	X	X
<b>NEW MEXICO</b>										
Bernalillo	Bernalillo County Sheriff	\$43,000	\$36,400	\$29,400	\$21,500	X	E,H,M,S	X	-	-
Bernalillo	Albuquerque Police	\$85,571	\$39,645	\$30,181	\$27,498	X	E,H,S	X	-	X
Dona Ana	Las Cruces Police	\$49,525	\$34,581	\$23,358	\$21,424	X	E,H,M	X	-	X
Santa Fe	Santa Fe Police	\$54,000	\$41,122	\$25,642	\$23,234	X	E,H,M,S	X	X	X
<b>NEW YORK</b>										
Albany	Albany Police	\$74,403	\$46,755	\$34,896	\$28,334	X	-	X	-	X
Albany	Colonie Police	\$74,000	\$56,000	\$38,000	\$33,000	X	S	X	-	-
Broome	Binghamton Police	\$64,266	\$43,005	\$39,178	\$24,886	X	S,E	X	X	X
Dutchess	Dutchess County Sheriff	\$80,652	\$33,724	\$30,483	\$28,745	X	S,M	X	X	X
Erie	Erie County Sheriff	\$79,092	\$34,837	\$29,197	\$29,197	X	S	X	X	X
Erie	Amherst Police	\$73,417	\$48,771	\$37,282	\$29,551	X	S,E	X	-	X
Erie	Buffalo Police	\$86,135	\$49,769	\$34,586	\$31,792	X	S,E	X	-	X
Erie	Cheektowaga Police	\$69,500	\$48,500	\$32,156	\$30,494	X	S,E	X	X	X
Erie	Tonawanda Police	\$72,436	\$52,850	\$37,459	\$33,621	X	S	X	-	X
Monroe	Monroe County Sheriff	\$94,000	\$36,900	\$36,900	\$35,000	X	S	X	X	X
Monroe	Rochester Police	\$75,284	\$46,216	\$34,238	\$26,000	X	S,E	X	X	X
Nassau	Nassau County Police	\$131,573	\$72,494	\$42,087	\$30,336	X	S	X	-	X
Nassau	Hempstead Police	\$103,293	\$73,380	\$56,067	\$33,393	X	S	X	-	X
New York City	New York City Police	\$133,000	\$49,275	\$29,624	\$27,838	X	S	X	X	X
Niagara	Niagara County Sheriff	\$71,000	\$40,011	\$26,080	\$22,053	-	S	-	-	X
Niagara	Niagara Falls Police	\$57,000	\$46,300	\$36,500	\$32,560	X	E,H,S	X	X	X
Onondaga	Onondaga County Sheriff	\$67,520	\$36,068	\$30,474	\$26,348	X	S	X	-	X
Onondaga	Syracuse Police	\$70,051	\$43,018	\$32,194	\$25,685	X	S	X	-	X
Oswego	Oswego County Sheriff	\$52,000	\$29,419	\$27,331	\$27,331	X	E,M,S	X	X	X
Rensselaer	Troy Police	\$67,435	\$43,248	\$33,101	\$29,376	X	E,M,S	X	-	X
Rockland	Clarkstown Police	\$130,000	\$78,876	\$41,916	\$35,915	X	S	X	X	X
Rockland	Ramapo Police	\$119,498	\$78,571	\$43,178	\$38,377	X	S	X	X	X
Schenectady	Schenectady Police	\$60,113	\$44,858	\$29,617	\$28,433	X	-	X	-	X
Suffolk	Suffolk County Police	\$102,700	\$74,105	\$46,650	\$40,404	X	H,S	X	-	X
Westchester	Westchester County Police	\$125,225	\$66,385	\$37,470	\$37,470	X	E,H,S	X	-	X
Westchester	Greenburgh Police	\$87,995	\$62,116	\$41,554	\$35,324	X	-	X	X	X
Westchester	Mt. Vernon Police	\$75,472	\$55,933	\$31,519	\$26,225	X	-	X	-	X
Westchester	New Rochelle Police	\$106,735	\$60,737	\$39,997	\$34,808	X	-	-	-	X
Westchester	White Plains Police	\$97,405	\$57,562	\$39,445	\$32,158	X	S,M	X	-	-
Westchester	Yonkers Police	\$108,000	\$52,317	\$33,000	\$33,000	X	S,E	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>NORTH CAROLINA</b>										
Alamance	Burlington Police	\$50,232	\$29,628	\$24,828	\$23,760	-	M	-	-	X
Buncombe	Buncombe County Sheriff	\$56,238	\$26,598	\$22,308	\$20,826	-	-	-	-	X
Buncombe	Asheville Police	\$53,719	\$28,502	\$23,421	\$21,258	-	M	X	X	X
Cabarrus	Cabarrus County Sheriff	\$48,110	\$29,536	\$24,294	\$24,294	-	E,M	-	-	X
Cumberland	Cumberland County Sheriff	\$80,000	\$27,882	\$24,212	\$24,212	-	S	-	-	X
Cumberland	Fayetteville Police	\$46,788	\$27,420	\$22,848	\$22,848	-	E,M	-	-	X
Durham	Durham Police	\$96,000	\$40,000	\$25,274	\$24,071	-	-	-	X	X
Forsyth	Winston-Salem Police	\$55,182	\$31,387	\$24,793	\$24,793	-	M	-	-	X
Gaston	Gaston County Police	\$63,629	\$34,320	\$26,084	\$24,356	-	E	-	-	-
Gaston	Gastonia Police	\$49,478	\$28,501	\$22,230	\$22,230	-	E,M	-	X	X
Guilford	Guilford County Sheriff	\$76,000	\$29,904	\$24,600	\$24,600	-	E,M,S	-	-	-
Guilford	Greensboro Police	\$66,864	\$36,780	\$27,240	\$22,368	-	E,M	X	-	X
Guilford	High Point Police	\$54,142	\$31,447	\$23,387	\$23,387	-	E,M	-	-	-
Mecklenburg	Charlotte-Mecklenburg Police	\$99,239	\$47,079	\$24,967	\$24,894	-	E,M	-	-	X
Nash	Rocky Mount Police	\$61,970	\$32,960	\$23,570	\$23,570	-	E,M	-	-	X
New Hanover	Wilmington Police	\$47,174	\$27,394	\$22,506	\$22,506	-	M	-	-	X
Pitt	Greenville Police	\$60,086	\$30,118	\$23,753	\$21,378	-	M	-	-	X
Wake	Wake County Sheriff	\$87,000	\$28,400	\$23,000	\$23,000	-	-	-	-	X
Wake	Raleigh Police	\$60,896	\$34,757	\$24,381	\$24,381	-	M	-	-	X
<b>OHIO</b>										
Butler	Butler County Sheriff	\$61,080	\$39,520	\$26,998	\$26,998	X	E,M	X	-	-
Butler	Hamilton Police	\$70,373	\$47,762	\$28,890	\$28,890	X	M	-	-	X
Cuyahoga	Cleveland Police	\$69,682	\$43,997	\$34,288	\$33,288	X	E,H,S	X	-	X
Cuyahoga	Euclid Police	\$71,751	\$43,438	\$38,784	\$34,269	X	S	X	X	X
Franklin	Franklin County Sheriff	\$73,898	\$48,422	\$27,756	\$24,606	X	S,E	X	-	-
Franklin	Columbus Police	\$103,854	\$51,376	\$29,848	\$28,433	X	S	-	-	X
Hamilton	Hamilton County Sheriff	\$73,898	\$45,254	\$31,539	\$29,961	X	-	X	-	X
Hamilton	Cincinnati Police	\$69,275	\$46,986	\$37,290	\$34,306	X	H,S	X	-	-
Lorain	Lorain Police	\$55,226	\$41,257	\$36,191	\$36,191	X	S,E	X	-	-
Lucas	Toledo Police	\$78,097	\$56,000	\$37,552	\$33,379	X	S,E	X	X	X
Mahoning	Youngstown Police	\$56,490	\$39,754	\$25,502	\$24,287	X	E,H,S	X	X	X
Montgomery	Dayton Police	\$82,000	\$44,507	\$34,631	\$34,133	X	S,E	X	-	X
Stark	Canton Police	\$63,000	\$36,000	\$27,000	\$23,099	X	S,E	X	X	X
Summit	Akron Police	\$72,508	\$40,081	\$34,652	\$32,988	X	-	X	-	X
<b>OKLAHOMA</b>										
Cleveland	Norman Police	---	---	---	---	X	E,M	X	X	X
Comanche	Lawton Police	\$55,000	\$31,637	\$23,025	\$23,025	X	S,E	X	-	X
Oklahoma	Oklahoma County Sheriff	\$67,000	\$24,000	\$21,600	\$21,000	-	M	-	-	X
Oklahoma	Oklahoma City Police	---	\$45,539	\$31,027	\$25,995	X	E	X	-	X
Tulsa	Tulsa County Sheriff	\$67,736	\$27,132	\$21,204	\$20,064	-	M	-	-	X
Tulsa	Tulsa Police	\$68,616	\$40,125	\$27,995	\$26,662	X	E	-	-	X
<b>OREGON</b>										
Clackamas	Clackamas County Sheriff	\$85,150	\$44,850	\$33,336	\$27,383	X	E,M	-	-	X
Lane	Lane County Sheriff	\$77,397	\$39,166	\$32,178	\$29,141	X	S,E	X	X	X
Lane	Eugene Police	\$57,492	\$46,596	\$36,000	\$34,308	X	E	-	-	X
Linn	Linn County Sheriff	\$65,400	\$38,184	\$31,764	\$30,324	-	E,M	-	-	-
Marion	Salem Police	\$61,413	\$57,024	\$39,864	\$35,784	X	E,H,M	X	-	X
Multnomah	Portland Police	\$79,518	\$50,627	\$39,312	\$37,003	X	E,H	X	-	X
Washington	Washington County Sheriff	\$86,856	\$45,528	\$34,784	\$28,659	X	E,H,M	X	-	X
<b>PENNSYLVANIA</b>										
Allegheny	Allegheny County Police	\$71,868	\$47,264	\$33,341	\$27,393	X	S	X	-	X
Allegheny	Pittsburgh Police	\$79,608	\$47,475	\$29,540	\$29,540	X	S	X	X	X
Berks	Reading Police	\$60,000	\$39,296	\$34,876	\$32,276	X	H,S	X	X	X
Dauphin	Harrisburg Police	\$56,035	\$41,793	\$36,512	\$34,362	X	S,E	X	-	-
Delaware	Upper Darby Township Police	\$68,185	\$44,800	\$31,123	\$27,623	X	S,E	X	-	X
Erie	Erie Police	\$49,423	\$37,515	\$25,011	\$21,438	X	S,E	-	-	X
Lancaster	Lancaster Police	\$59,651	\$41,408	\$30,335	\$27,697	X	S,E	X	X	X
Lehigh	Allentown Police	\$55,061	\$38,660	\$28,394	\$27,104	X	E,M,S	X	-	X
Montgomery	Lower Merion Township Police	\$69,582	\$47,454	\$39,288	\$24,000	X	E,M,S	X	-	X
Northampton	Bethlehem Police	\$56,756	\$38,893	\$27,622	\$25,775	X	S,E	X	X	X
Philadelphia	Philadelphia Police	\$100,000	\$40,391	\$29,942	\$27,725	X	H,S	X	X	X
<b>RHODE ISLAND</b>										
Kent	Warwick Police	\$69,884	\$45,237	\$31,436	\$24,516	X	S,E	X	-	X
Providence	Cranston Police	\$89,546	\$51,705	\$40,224	\$38,689	X	E	X	X	X
Providence	Pawtucket Police	\$63,232	\$40,699	\$36,400	\$31,044	X	E	X	X	X
Providence	Providence Police	\$78,000	\$44,500	\$37,767	\$32,540	X	S,E	X	-	X
Providence	Woonsocket Police	\$53,300	\$35,334	\$33,020	\$24,144	X	S,E	X	-	X



Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>SOUTH CAROLINA</b>										
Anderson	Anderson County Sheriff	\$51,941	\$24,653	\$21,073	\$21,073	-	M	X	X	X
Beaufort	Beaufort County Sheriff	\$45,000	\$23,952	\$21,560	\$21,560	-	-	-	-	X
Charleston	Charleston County Sheriff	\$75,712	\$24,086	\$23,400	\$22,692	-	E,M	-	-	X
Charleston	Charleston Police	\$55,000	\$27,000	\$24,500	\$23,000	-	E,H	-	-	X
Greenville	Greenville County Sheriff	\$65,567	\$28,895	\$22,983	\$21,798	-	E,M	-	-	X
Greenville	Greenville Police	\$59,566	\$25,465	\$22,268	\$20,137	-	M	-	-	X
Horry	Horry County Police	\$51,585	\$27,468	\$23,682	\$23,682	-	-	-	X	X
Horry	Myrtle Beach Police	\$52,835	\$29,211	\$23,975	\$21,720	-	M	-	X	X
Richland	Richland County Sheriff	\$54,036	\$32,382	\$20,686	\$20,686	-	-	-	-	X
Richland	Columbia Police	\$65,000	\$29,265	\$24,671	\$23,498	-	E,M	-	-	-
Spartanburg	Spartanburg County Sheriff	\$67,500	\$29,466	\$22,282	\$22,282	-	E,M	-	-	-
Spartanburg	Spartanburg Police	\$50,460	\$26,998	\$24,960	\$24,960	-	M	-	-	X
<b>SOUTH DAKOTA</b>										
Minnehaha	Sioux Falls Police	\$54,965	\$38,002	\$29,412	\$28,322	X	S,M	X	X	X
<b>TENNESSEE</b>										
Davidson	Nashville Metropolitan Police	\$74,861	\$34,394	\$28,276	\$25,530	X	E,M,S	X	X	-
Hamilton	Hamilton County Sheriff	\$64,958	\$32,510	\$31,324	\$18,345	-	E,M,S	-	X	X
Hamilton	Chattanooga Police	\$62,977	\$24,899	\$22,563	\$21,747	-	-	X	X	X
Knox	Knox County Sheriff	\$92,670	\$22,097	\$21,072	\$21,072	-	H	-	-	X
Knox	Knoxville Police	\$64,470	\$29,803	\$23,863	\$23,281	-	M	-	-	X
Madison	Jackson Police	\$46,785	\$33,176	\$26,671	\$24,700	-	-	-	-	-
Montgomery	Clarksville Police	\$44,453	\$25,093	\$20,738	\$20,738	-	-	X	X	X
Rutherford	Murfreesboro Police	\$61,000	\$31,181	\$23,588	\$23,588	-	-	-	X	X
Shelby	Memphis Police	\$92,400	\$29,952	\$28,812	\$24,675	X	E,H,S	-	-	X
Sullivan	Sullivan County Sheriff	---	---	---	---	-	S	-	-	X
Washington	Johnson City Police	\$45,897	\$24,672	\$21,282	\$20,060	-	E,H,M	X	-	X
<b>TEXAS</b>										
Bell	Killeen Police	\$50,008	\$33,924	\$25,512	\$22,620	-	E,H,S	X	-	X
Bell	Temple Police	\$50,000	\$29,040	\$22,290	\$18,724	-	S,E	X	X	X
Bexar	Bexar County Sheriff	---	\$22,644	\$19,416	\$19,416	-	M	X	X	X
Bexar	San Antonio Police	\$73,164	\$47,520	\$30,060	\$26,112	X	E,H,S	X	X	X
Cameron	Brownsville Police	\$69,365	\$34,896	\$25,260	\$21,336	X	E	X	X	X
Cameron	Harlingen Police	\$30,000	\$26,000	\$22,000	\$20,000	-	E	X	X	X
Collin	Plano Police	\$72,828	\$46,873	\$37,360	\$34,988	-	E	-	-	X
Dallas	Carrollton Police	\$80,000	\$45,739	\$33,030	\$33,030	-	E	-	-	X
Dallas	Dallas Police	\$73,432	\$37,932	\$28,495	\$27,754	-	E,H,M,S	X	X	X
Dallas	Garland Police	\$82,848	\$48,589	\$33,488	\$31,866	-	E,M	-	-	X
Dallas	Grand Prairie Police	\$64,520	\$39,231	\$29,170	\$26,427	-	E,M	X	X	X
Dallas	Irving Police	\$76,356	\$41,136	\$29,136	\$29,136	-	S,E	X	-	X
Dallas	Mesquite Police	---	\$39,792	\$32,280	\$30,744	-	E	X	X	X
Dallas	Richardson Police	\$98,599	\$47,328	\$37,164	\$31,896	-	E,M	X	X	X
Denton	Denton Police	\$69,118	\$41,475	\$28,621	\$26,541	-	E,M	-	-	X
Ector	Odessa Police	\$59,568	\$32,580	\$27,420	\$23,304	-	E,M	X	X	X
El Paso	El Paso Police	\$63,560	\$39,839	\$26,964	\$25,682	X	H,S	-	-	X
Fort Bend	Fort Bend County Sheriff	\$65,575	\$28,915	\$23,686	\$19,052	-	-	-	-	X
Gregg	Longview Police	\$57,789	\$30,650	\$25,220	\$22,880	-	-	X	X	X
Harris	Harris County Sheriff	\$93,408	\$39,228	\$32,016	\$29,628	-	E	-	-	-
Harris	Baytown Police	\$53,388	\$42,936	\$25,800	\$24,600	-	E	X	X	X
Harris	Houston Police	\$72,462	\$41,051	\$28,484	\$27,075	-	E,H	X	X	X
Harris	Pasadena Police	\$67,203	\$45,079	\$31,702	\$30,987	-	E	X	X	X
Hidalgo	Hidalgo County Sheriff	\$53,023	\$31,698	\$23,495	\$22,000	X	-	X	X	X
Hidalgo	McAllen Police	\$66,000	\$35,000	\$28,000	\$20,100	-	E	-	-	-
Jefferson	Beaumont Police	\$65,000	\$43,572	\$30,456	\$28,656	X	S,E	X	X	X
Jefferson	Port Arthur Police	\$69,587	\$34,380	\$30,048	\$27,696	X	E,M,S	X	X	X
Lubbock	Lubbock Police	\$82,500	\$38,211	\$27,673	\$24,821	-	E	-	-	X
McLennan	Waco Police	\$75,130	\$38,280	\$27,144	\$25,740	-	E	X	X	X
Midland	Midland Police	\$70,000	\$28,000	\$25,296	\$24,096	-	E,M	X	X	X
Nueces	Corpus Christi Police	\$59,500	\$45,300	\$33,648	\$32,040	X	E,H,S	X	X	X
Potter	Amarillo Police	\$59,400	\$37,800	\$33,012	\$23,820	-	E	-	-	X
Smith	Tyler Police	\$72,420	\$37,668	\$28,260	\$26,112	-	E,H	-	-	X
Tarrant	Tarrant County Sheriff	\$85,692	\$28,344	\$24,960	\$24,960	-	S	X	X	X
Tarrant	Arlington Police	\$76,220	\$42,690	\$32,690	\$29,630	-	S,E	X	X	X
Tarrant	Fort Worth Police	\$68,676	\$44,964	\$30,396	\$30,396	-	E,H,S	-	-	X
Taylor	Abilene Police	\$70,000	\$36,996	\$25,944	\$24,576	-	E	X	X	X
Tom Green	San Angelo Police	\$54,096	\$28,776	\$23,352	\$19,008	-	E	X	X	X
Travis	Travis County Sheriff	\$85,015	\$33,716	\$25,168	\$25,168	-	M	-	-	X
Travis	Austin Police	---	\$42,490	\$29,037	\$25,305	X	E	X	X	X
Webb	Laredo Police	\$70,544	\$39,686	\$28,891	\$25,750	X	E	X	X	X
Wichita	Wichita Falls Police	\$70,000	\$34,813	\$30,772	\$22,986	-	E	X	X	X
Williamson	Williamson County Sheriff	\$55,000	\$27,439	\$25,491	\$24,258	-	M	-	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
<b>UTAH</b>										
Salt Lake	Salt Lake City Police	\$60,384	\$47,256	\$29,700	\$28,000	X	E,M,S	X	X	X
Salt Lake	West Valley City Police	\$70,000	\$42,800	\$26,750	\$26,750	-	E	X	X	X
Weber	Ogden Police	\$52,404	\$38,985	\$24,778	\$23,995	X	M	X	X	X
<b>VIRGINIA</b>										
Alexandria(city)	Alexandria Police	\$68,258	\$40,028	\$32,305	\$31,365	-	H,M,S	X	-	X
Arlington	Arlington County Police	\$69,095	\$42,981	\$33,962	\$32,639	-	S,M	X	X	X
Chesapeake(city)	Chesapeake Police	\$62,792	\$30,540	\$25,339	\$24,601	-	E	X	X	X
Chesterfield	Chesterfield County Police	\$68,612	\$34,654	\$27,152	\$25,859	-	M	X	-	X
Danville(city)	Danville Police	\$51,042	\$29,843	\$23,383	\$23,383	-	E,M	-	-	X
Fairfax	Fairfax County Police	\$77,262	\$36,328	\$30,076	\$30,076	-	H,M,S	X	X	X
Hampton(city)	Hampton Police	---	\$30,645	\$22,538	\$22,538	-	E	X	X	X
Hanover	Hanover County Sheriff	\$65,041	\$32,572	\$24,232	\$24,232	-	E,M	-	-	X
Henrico	Henrico County Police	\$63,317	\$36,071	\$27,226	\$25,980	-	E,M	X	X	X
Loudoun	Loudoun County Sheriff	\$74,649	\$34,531	\$27,491	\$26,277	-	E,M	-	-	X
Lynchburg(city)	Lynchburg Police	\$51,948	\$29,328	\$24,258	\$24,258	-	E,M	X	X	X
Newport News(city)	Newport News Police	\$45,000	\$32,385	\$26,400	\$23,500	-	E,H,M	-	-	X
Norfolk(city)	Norfolk Police	\$66,457	\$31,967	\$25,049	\$23,854	-	E,M	X	X	X
Petersburg(city)	Petersburg Police	\$41,375	\$26,965	\$22,333	\$20,323	-	E	-	-	-
Portsmouth(city)	Portsmouth Police	\$50,940	\$28,436	\$22,729	\$22,729	-	E	X	X	X
Prince William	Prince William County Police	\$63,035	\$35,632	\$29,093	\$29,093	-	E,M,S	X	X	X
Richmond(city)	Richmond Police	\$135,000	\$38,116	\$29,068	\$28,340	-	E,M,S	X	X	X
Roanoke(city)	Roanoke Police	\$51,953	\$31,877	\$24,600	\$24,600	-	-	X	X	X
Suffolk(city)	Suffolk Police	\$54,903	\$28,571	\$25,280	\$24,183	-	E,M	X	X	X
Virginia Beach(city)	Virginia Beach Police	\$102,932	\$39,036	\$29,008	\$27,627	-	M	-	-	X
<b>WASHINGTON</b>										
Clark	Clark County Sheriff	\$78,804	\$40,144	\$38,189	\$34,632	X	S,E	X	-	X
Clark	Vancouver Police	\$84,288	\$50,364	\$39,732	\$36,036	X	S,E	X	X	X
King	King County Sheriff	\$109,232	\$51,694	\$38,534	\$34,385	X	E,H,M,S	X	-	-
King	Bellevue Police	\$65,892	\$52,980	\$34,764	\$34,764	X	E,H	X	-	X
King	Kent Police	\$70,000	\$56,244	\$38,292	\$38,292	X	E,M	X	-	X
King	Seattle Police	\$96,507	\$52,584	\$38,736	\$36,444	X	H	X	X	X
Pierce	Pierce County Sheriff	\$68,614	\$50,970	\$39,705	\$37,715	X	H,M	X	-	X
Pierce	Tacoma Police	\$84,926	\$52,408	\$39,392	\$34,537	X	E,H,S	X	-	-
Snohomish	Snohomish County Sheriff	\$78,506	\$51,653	\$34,715	\$34,715	X	E,H,M,S	X	-	X
Snohomish	Everett Police	\$70,032	\$58,752	\$41,748	\$38,124	X	E	X	-	-
Spokane	Spokane County Sheriff	\$90,344	\$48,044	\$34,210	\$30,959	X	E,H	-	-	X
Spokane	Spokane Police	\$68,006	\$56,438	\$32,844	\$28,835	X	H,S	X	-	X
Thurston	Thurston County Sheriff	\$80,000	\$44,532	\$32,256	\$32,256	X	E	-	X	X
Yakima	Yakima Police	\$64,686	\$49,419	\$34,631	\$34,631	X	E	X	-	X
<b>WEST VIRGINIA</b>										
Cabell	Huntington Police	\$48,169	\$28,134	\$23,026	\$22,283	-	S	X	-	-
Kanawha	Charleston Police	\$50,000	\$29,485	\$24,489	\$22,400	-	E,M	-	-	X
<b>WISCONSIN</b>										
Brown	Brown County Sheriff	\$62,478	\$39,126	\$28,166	\$23,267	X	E,M,S	X	X	X
Brown	Green Bay Police	\$53,458	\$45,500	\$31,212	\$27,786	X	S	X	X	X
Dane	Dane County Sheriff	\$77,342	\$36,379	\$30,775	\$28,066	X	S,E	X	-	-
Dane	Madison Police	\$94,985	\$46,328	\$33,300	\$33,000	X	S,E	X	-	-
Kenosha	Kenosha Police	\$67,000	\$38,496	\$32,724	\$32,724	X	E,H,S	X	X	X
Milwaukee	Milwaukee County Sheriff	\$87,292	\$36,844	\$28,424	\$25,122	X	E,H	X	X	X
Milwaukee	Milwaukee Police	\$79,627	\$44,225	\$31,618	\$31,618	X	E,H,S	X	X	X
Milwaukee	West Allis Police	\$61,930	\$48,838	\$35,127	\$30,170	X	E	X	-	X
Outgami	Appleton Police	---	\$43,464	\$35,082	\$32,332	X	E,M	X	-	X
Racine	Racine Police	\$72,000	\$53,000	\$43,000	\$43,000	X	E	X	-	X
Waukesha	Waukesha County Sheriff	\$63,995	\$37,393	\$32,668	\$27,308	X	E	X	-	X

Note: Codes for collective bargaining and officer membership organizations are as follows:

- "X"=Agency authorizes collective bargaining or membership organization.
- "-"=Agency does not authorize collective bargaining or membership organization.

Codes for special pay are as follows:

- "E"=Educational incentive pay
- "H"=Hazardous duty pay
- "M"=Merit pay
- "S"=Shift differential pay
- "-"=None of the above pay types are authorized

---Data were not provided by an agency.