

Education Pay							
July 1, 2023 - June 30, 2024							
Lake Oswego Police Officers' Association		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>Communication Operators</b>	<b>Grade 305</b>						
	Regular hourly salary	28.72	30.19	31.65	33.13	34.64	36.11
	Salary with 2-year college course work <u>OR</u> an Intermediate Certificate	30.53	32.00	33.46	34.94	36.45	37.92
	Salary with 2-year college course work <u>AND</u> an Intermediate Certificate	30.89	32.36	33.82	35.30	36.81	38.28
	Salary with 4-year college degree <u>OR</u> an Advanced Certificate	32.33	33.80	35.26	36.74	38.25	39.72
	Salary with 4-year college degree <u>AND</u> an Advanced Certificate	32.69	34.16	35.62	37.10	38.61	40.08
	Masters	34.14	35.61	37.07	38.55	40.06	41.53
<b>Community Service Officers</b>	<b>Grade 307</b>						
	Regular hourly salary	31.24	32.66	34.19	35.76	37.29	38.77
	Salary with 2-year college course work <u>OR</u> an Intermediate Certificate	33.18	34.60	36.13	37.70	39.23	40.71
	Salary with 2-year college course work <u>AND</u> an Intermediate Certificate	33.57	34.99	36.52	38.09	39.62	41.10
	Salary with 4-year college degree <u>OR</u> an Advanced Certificate	35.12	36.54	38.07	39.64	41.17	42.65
	Salary with 4-year college degree <u>AND</u> an Advanced Certificate	35.50	36.92	38.45	40.02	41.55	43.03
	Masters	37.06	38.48	40.01	41.58	43.11	44.59
<b>Senior Communication Operators</b>	<b>Grade 310</b>						
	Regular hourly salary	31.66	33.22	34.87	36.49	38.09	39.68
	Salary with 2-year college course work <u>OR</u> an Intermediate Certificate	33.64	35.20	36.85	38.47	40.07	41.66
	Salary with 2-year college course work <u>AND</u> an Intermediate Certificate	34.04	35.60	37.25	38.87	40.47	42.06
	Salary with 4-year college degree <u>OR</u> an Advanced Certificate	35.63	37.19	38.84	40.46	42.06	43.65
	Salary with 4-year college degree <u>AND</u> an Advanced Certificate	36.02	37.58	39.23	40.85	42.45	44.04
	Masters	37.61	39.17	40.82	42.44	44.04	45.63
<b>Police Officers</b>	<b>Grade 312</b>						
<b>Shift Lead Communications Operator</b>							
	Regular hourly salary	35.33	37.10	38.97	40.93	42.97	45.12
	Salary with 2-year college course work <u>OR</u> an Intermediate Certificate	37.59	39.36	41.23	43.19	45.23	47.38
	Salary with 2-year college course work <u>AND</u> an Intermediate Certificate	38.04	39.81	41.68	43.64	45.68	47.83
	Salary with 4-year college degree <u>OR</u> an Advanced Certificate	39.84	41.61	43.48	45.44	47.48	49.63
	Salary with 4-year college degree <u>AND</u> an Advanced Certificate	40.29	42.06	43.93	45.89	47.93	50.08
	Masters	42.10	43.87	45.74	47.70	49.74	51.89

**IAFF Local 1159 EMT Premiums**

- Intermediate: 5% of base hourly rate
- Paramedic: 10% of base hourly rate
- Dive Team: 6% of top step of firefighter (Grade 201) wages
- Rescue Boat Operator: 6% of top step of firefighter (Grade 201) wages
- Boat Operator: 3% of top step of firefighter (Grade 201) wages

Deputy Fire Marshal's with a two year Associate Degree in Fire Science or prevention/holding the following certificates recognized by NFPA or the equivalent DPSST certification of Inspector II, Public Information Officer, Public Fire and Life Safety Educator III, Juvenile Fire Setter Specialist I and Fire Investigator, are compensated 1% per certificate above the base wage in this classification for a total not to exceed 5%.

**Public Works Department**

Employees classified as mechanics shall receive a maximum of five dollars per month for each individual certificate issued by the National Institute for Automotive Excellence for the successful completion of a test/tests concerning automobile mechanics.

**For further and more complete information regarding education pay, please refer to the appropriate union contract**

***Note: Salaries may vary slightly because of rounding and because of the City's payroll software system calculations.***

## Comments and Footnotes

- I. The following are recent changes to the City's compensation plan:  
Confidential & Management received a 4% increase effective July 1, 2022.  
LOMEA classifications received a 4% increase on July 1, 2022.  
LOPOA classifications received a 4% increase on July 1, 2022.  
IAFF classifications received a 4% increase on July 1, 2022.  
IAFF - Effective July 3, 2019 - Kelly Day schedule increase to every 13th. Hours worked per year reduces to 2,695.44  
Fire Management Shift Employees - Effective April 11, 2021 - Kelly Day schedule increased to every 13th. Hours worked per year reduces to 2,695.44
- II. Please note the following:  
**PERS:** In addition to the employer's share, the City contributes the employee's 6% portion towards the employee's retirement fund.  
  
**BENEFITS:**  
Currently, health insurance premiums are shared between the City and full time and career part time employees.  
The City provides for disability and life insurance.
- III. Footnotes:
- 1 Eligible for Education pay - See section on education pay as well as employee contracts
  - 2 Eligible for overtime pay for all situations
  - 3 Eligible for overtime pay only when acting as 52/hr BC & then paid OT at the 52/hr OT rate;  
Police Lieutenants - eligible for overtime when covering a shift or required to appear in court on non-duty time
  - 4 Eligible for Management Leave
  - 5 Deferred compensation contribution
  - 6 Firefighting personnel are paid on an hourly basis. Pursuant to FLSA, firefighting personnel assigned to a shift have  
a 27-day work cycle which was effective as of July 1, 1985
  - 7 This hourly pay is based upon working 2695.44 hours annually for IAFF members and for non-represented shift personnel
  - 8 Eligible for car allowance
  - 9 Position Not Currently filled

Note: Salaries may vary slightly because of rounding and because of the City's payroll software system calculations.