

MERCER ISLAND POLICE

January 1, 2025 Pay Scale

5.7% COLA (4.2% + 1.5%) Increase Over December 31, 2024

STEP %	Basic HOURLY	Basic MONTHLY	Basic ANNUAL	O.T.	ACTING	NIGHT SHIFT PREMIUM	FTO
POLICE OFFICER							
A	\$44.96	\$7,793	\$93,517	\$67.44	\$19.95	\$0.90	\$1.35
B (Month 7)	\$47.32	\$8,202	\$98,426	\$70.98	\$17.59	\$0.95	\$1.42
C (Month 19)	\$50.11	\$8,686	\$104,229	\$75.17	\$14.80	\$1.00	\$1.50
D (Month 31)	\$52.75	\$9,143	\$109,720	\$79.13	\$12.16	\$1.06	\$1.58
E (Month 43)	\$55.39	\$9,601	\$115,211	\$83.09	\$9.52	\$1.11	\$1.66
F (Month 55)	\$60.10	\$10,417	\$125,008	\$90.15	\$4.81	\$1.20	\$1.80
3% (5 Years)	\$61.90	\$10,730	\$128,758	\$92.85	\$4.95	\$1.24	\$1.86
4.5% (10 Years)	\$62.80	\$10,886	\$130,633	\$94.21	\$5.02	\$1.26	\$1.88
6% (15 Years)	\$63.71	\$11,042	\$132,508	\$95.56	\$5.10	\$1.27	\$1.91
8% (18 Years)	\$64.91	\$11,251	\$135,009	\$97.36	\$5.19	\$1.30	\$1.95
10% (21 Years)	\$66.11	\$11,459	\$137,509	\$99.17	\$5.29	\$1.32	\$1.98
12% (24 Years)	\$67.31	\$11,667	\$140,009	\$100.97	\$5.38	\$1.35	\$2.02
CORPORAL = 8% OVER POLICE OFFICER							
CORPORAL	\$64.91	\$11,251	\$135,009	\$97.36	\$6.01	\$1.30	\$1.95
3% (5 Years)	\$66.86	\$11,588	\$139,059	\$100.28	\$6.19	\$1.34	\$2.01
4.5% (10 Years)	\$67.83	\$11,757	\$141,084	\$101.74	\$6.28	\$1.36	\$2.03
6% (15 Years)	\$68.80	\$11,926	\$143,109	\$103.20	\$6.37	\$1.38	\$2.06
8% (18 Years)	\$70.10	\$12,151	\$145,809	\$105.15	\$6.49	\$1.40	\$2.10
10% (21 Years)	\$71.40	\$12,376	\$148,510	\$107.10	\$6.61	\$1.43	\$2.14
12% (24 Years)	\$72.70	\$12,601	\$151,210	\$109.05	\$6.73	\$1.45	\$2.18
SERGEANT BASE = TOP PATROL OFFICER + 18%							
SERGEANT	\$70.92	\$12,292	\$147,509	\$106.38	\$10.64	\$1.42	
3% (5 Years)	\$73.05	\$12,661	\$151,935	\$109.57	\$10.96	\$1.46	
4.5% (10 Years)	\$74.11	\$12,846	\$154,147	\$111.16	\$11.12	\$1.48	
6% (15 Years)	\$75.17	\$13,030	\$156,360	\$112.76	\$11.28	\$1.50	
8% (18 Years)	\$76.59	\$13,276	\$159,310	\$114.89	\$11.49	\$1.53	
10% (21 Years)	\$78.01	\$13,522	\$162,260	\$117.01	\$11.70	\$1.56	
12% (24 Years)	\$79.43	\$13,768	\$165,211	\$119.14	\$11.91	\$1.59	
LIEUTENANT BASE = SERGEANT BASE + 15%							
LIEUTENANT	\$81.56	\$14,136	\$169,636	\$122.33		\$1.63	
3% (5 Years)	\$84.00	\$14,560	\$174,725	\$126.00		\$1.68	
4.5% (10 Years)	\$85.23	\$14,772	\$177,269	\$127.84		\$1.70	
6% (15 Years)	\$86.45	\$14,985	\$179,814	\$129.67		\$1.73	
8% (18 Years)	\$88.08	\$15,267	\$183,207	\$132.12		\$1.76	
10% (21 Years)	\$89.71	\$15,550	\$186,599	\$134.57		\$1.79	
12% (24 Years)	\$91.34	\$15,833	\$189,992	\$137.01		\$1.83	

MERCER ISLAND POLICE

January 1, 2025 Pay Scale

5.7% COLA (4.2% + 1.5%) Increase Over December 31, 2024

2% Night Shift Premium Pay (Base + 2%)

For Night Shift Employees

STEP %	Basic HOURLY	Basic MONTHLY	Basic ANNUAL	O.T.	ACTING	FTO
POLICE OFFICER						
A	\$45.87	\$7,951	\$95,410	\$68.81	\$20.34	\$1.38
B (Month 7)	\$48.27	\$8,367	\$100,402	\$72.41	\$17.94	\$1.45
C (Month 19)	\$51.13	\$8,863	\$106,350	\$76.70	\$15.08	\$1.53
D (Month 31)	\$53.81	\$9,327	\$111,925	\$80.72	\$12.40	\$1.61
E (Month 43)	\$56.50	\$9,793	\$117,520	\$84.75	\$9.71	\$1.70
F (Month 55)	\$61.31	\$10,627	\$127,525	\$91.97	\$4.90	\$1.84
3% (5 Years)	\$63.15	\$10,946	\$131,351	\$94.72	\$5.05	\$1.89
4.5% (10 Years)	\$64.07	\$11,105	\$133,263	\$96.10	\$5.13	\$1.92
6% (15 Years)	\$64.99	\$11,265	\$135,176	\$97.48	\$5.20	\$1.95
8% (18 Years)	\$66.21	\$11,477	\$137,727	\$99.32	\$5.30	\$1.99
10% (21 Years)	\$67.44	\$11,690	\$140,277	\$101.16	\$5.40	\$2.02
12% (24 Years)	\$68.67	\$11,902	\$142,828	\$103.00	\$5.49	\$2.06
CORPORAL = 8% OVER POLICE OFFICER						
CORPORAL	\$66.21	\$11,477	\$137,727	\$99.32	\$6.13	\$1.99
3% (5 Years)	\$68.20	\$11,822	\$141,859	\$102.30	\$6.31	\$2.05
4.5% (10 Years)	\$69.19	\$11,994	\$143,924	\$103.79	\$6.41	\$2.08
6% (15 Years)	\$70.19	\$12,166	\$145,990	\$105.28	\$6.50	\$2.11
8% (18 Years)	\$71.51	\$12,395	\$148,745	\$107.27	\$6.62	\$2.15
10% (21 Years)	\$72.84	\$12,625	\$151,499	\$109.25	\$6.74	\$2.19
12% (24 Years)	\$74.16	\$12,854	\$154,254	\$111.24	\$6.87	\$2.22
SERGEANT BASE = TOP PATROL OFFICER + 18%						
SERGEANT	\$72.35	\$12,540	\$150,479	\$108.52	\$10.85	
3% (5 Years)	\$74.52	\$12,916	\$154,994	\$111.77	\$11.18	
4.5% (10 Years)	\$75.60	\$13,104	\$157,251	\$113.40	\$11.34	
6% (15 Years)	\$76.69	\$13,292	\$159,508	\$115.03	\$11.50	
8% (18 Years)	\$78.13	\$13,543	\$162,518	\$117.20	\$11.72	
10% (21 Years)	\$79.58	\$13,794	\$165,527	\$119.37	\$11.94	
12% (24 Years)	\$81.03	\$14,045	\$168,537	\$121.54	\$12.15	
LIEUTENANT BASE = SERGEANT BASE + 15%						
LIEUTENANT	\$83.20	\$14,421	\$173,051	\$124.80		
3% (5 Years)	\$85.69	\$14,854	\$178,243	\$128.54		
4.5% (10 Years)	\$86.94	\$15,070	\$180,838	\$130.41		
6% (15 Years)	\$88.19	\$15,286	\$183,434	\$132.28		
8% (18 Years)	\$89.85	\$15,575	\$186,895	\$134.78		
10% (21 Years)	\$91.52	\$15,863	\$190,356	\$137.28		
12% (24 Years)	\$93.18	\$16,151	\$193,817	\$139.77		

MERCER ISLAND POLICE

January 1, 2025 Pay Scale

5.7% (4.2% + 1.5%) COLA Increase Over December 31, 2024

3% Specialty Premium Pay (base + 3%)

For P&T Sgt, MP Sgt, FTO

STEP %	Basic HOURLY	Basic MONTHLY	Basic ANNUAL	O.T.	ACTING	NIGHT SHIFT PREMIUM
POLICE OFFICER						
A	\$46.32	\$8,029	\$96,346	\$69.48	\$20.58	\$0.93
B (Month 7)	\$48.74	\$8,448	\$101,379	\$73.11	\$18.16	\$0.97
C (Month 19)	\$51.60	\$8,944	\$107,328	\$77.40	\$15.30	\$1.03
D (Month 31)	\$54.32	\$9,415	\$112,986	\$81.48	\$12.58	\$1.09
E (Month 43)	\$57.05	\$9,889	\$118,664	\$85.58	\$9.85	\$1.14
F (Month 55)	\$61.94	\$10,736	\$128,835	\$92.91	\$4.96	\$1.24
3% (5 Years)	\$63.80	\$11,058	\$132,700	\$95.70	\$5.10	\$1.28
4.5% (10 Years)	\$64.73	\$11,219	\$134,633	\$97.09	\$5.18	\$1.29
6% (15 Years)	\$65.66	\$11,380	\$136,565	\$98.48	\$5.25	\$1.31
8% (18 Years)	\$66.90	\$11,595	\$139,142	\$100.34	\$5.35	\$1.34
10% (21 Years)	\$68.13	\$11,810	\$141,719	\$102.20	\$5.45	\$1.36
12% (24 Years)	\$69.37	\$12,025	\$144,295	\$104.06	\$5.55	\$1.39
CORPORAL = 8% OVER POLICE OFFICER						
CORPORAL	\$66.90	\$11,595	\$139,142	\$100.34	\$6.19	\$1.34
3% (5 Years)	\$68.90	\$11,943	\$143,316	\$103.35	\$6.38	\$1.38
4.5% (10 Years)	\$69.91	\$12,117	\$145,403	\$104.86	\$6.47	\$1.40
6% (15 Years)	\$70.91	\$12,291	\$147,491	\$106.36	\$6.57	\$1.42
8% (18 Years)	\$72.25	\$12,523	\$150,273	\$108.37	\$6.69	\$1.44
10% (21 Years)	\$73.58	\$12,755	\$153,056	\$110.38	\$6.81	\$1.47
12% (24 Years)	\$74.92	\$12,987	\$155,839	\$112.38	\$6.94	\$1.50
SERGEANT BASE = TOP PATROL OFFICER + 18%						
SERGEANT	\$73.09	\$12,669	\$152,026	\$109.63	\$10.96	\$1.46
3% (5 Years)	\$75.28	\$13,049	\$156,586	\$112.92	\$11.29	\$1.51
4.5% (10 Years)	\$76.38	\$13,239	\$158,867	\$114.57	\$11.46	\$1.53
6% (15 Years)	\$77.47	\$13,429	\$161,147	\$116.21	\$11.62	\$1.55
8% (18 Years)	\$78.94	\$13,682	\$164,188	\$118.40	\$11.84	\$1.58
10% (21 Years)	\$80.40	\$13,936	\$167,228	\$120.60	\$12.06	\$1.61
12% (24 Years)	\$81.86	\$14,189	\$170,269	\$122.79	\$12.28	\$1.64
LIEUTENANT BASE = SERGEANT BASE + 15%						
LIEUTENANT	\$84.05	\$14,569	\$174,829	\$126.08		\$1.68
3% (5 Years)	\$86.57	\$15,006	\$180,074	\$129.86		\$1.73
4.5% (10 Years)	\$87.83	\$15,225	\$182,697	\$131.75		\$1.76
6% (15 Years)	\$89.10	\$15,443	\$185,319	\$133.64		\$1.78
8% (18 Years)	\$90.78	\$15,735	\$188,816	\$136.17		\$1.82
10% (21 Years)	\$92.46	\$16,026	\$192,312	\$138.69		\$1.85
12% (24 Years)	\$94.14	\$16,317	\$195,809	\$141.21		\$1.88

MERCER ISLAND POLICE

January 1, 2025 Pay Scale

5.7% COLA (4.2% + 1.5%) Increase Over December 31, 2024

School Resource Officer 3.5% Premium Pay (base + 3.5%)

For SRO

STEP %	Basic HOURLY	Basic MONTHLY	Basic ANNUAL	O.T.	ACTING
DETECTIVE					
A	\$46.53	\$8,065	\$96,782	\$69.80	\$18.38
B (Month 7)	\$48.98	\$8,490	\$101,878	\$73.47	\$15.93
C (Month 19)	\$51.86	\$8,989	\$107,869	\$77.79	\$13.05
D (Month 31)	\$54.60	\$9,464	\$113,568	\$81.90	\$10.31
E (Month 43)	\$57.33	\$9,937	\$119,246	\$86.00	\$7.58
F (Month 55)	\$62.20	\$10,781	\$129,376	\$93.30	\$2.71
3% (5 Years)	\$64.07	\$11,105	\$133,257	\$96.10	\$2.79
4.5% (10 Years)	\$65.00	\$11,266	\$135,198	\$97.50	\$2.83
6% (15 Years)	\$65.93	\$11,428	\$137,139	\$98.90	\$2.87
8% (18 Years)	\$67.18	\$11,644	\$139,726	\$100.76	\$2.92
10% (21 Years)	\$68.42	\$11,859	\$142,314	\$102.63	\$2.98
12% (24 Years)	\$69.66	\$12,075	\$144,901	\$104.50	\$3.03

MERCER ISLAND POLICE

January 1, 2025 Pay Scale

5.7% COLA (4.2% + 1.5%) Increase Over December 31, 2024

Det. 4.0% Premium Pay (base + 4.0%) Ld Det. Premium (Corporal Base)

For Detective Sgt, Lead Detective, & Detective

STEP %	Basic HOURLY	Basic MONTHLY	Basic ANNUAL	O.T.	ACTING
DETECTIVE					
A	\$46.76	\$8,105	\$97,261	\$70.14	\$18.15
B (Month 7)	\$49.21	\$8,530	\$102,357	\$73.82	\$15.70
C (Month 19)	\$52.11	\$9,032	\$108,389	\$78.17	\$12.80
D (Month 31)	\$54.86	\$9,509	\$114,109	\$82.29	\$10.05
E (Month 43)	\$57.61	\$9,986	\$119,829	\$86.42	\$7.30
F (Month 55)	\$62.50	\$10,833	\$130,000	\$93.75	\$2.41
3% (5 Years)	\$64.38	\$11,158	\$133,900	\$96.56	\$2.48
4.5% (10 Years)	\$65.31	\$11,321	\$135,850	\$97.97	\$2.52
6% (15 Years)	\$66.25	\$11,483	\$137,800	\$99.38	\$2.55
8% (18 Years)	\$67.50	\$11,700	\$140,400	\$101.25	\$2.60
10% (21 Years)	\$68.75	\$11,917	\$143,000	\$103.13	\$2.65
12% (24 Years)	\$70.00	\$12,133	\$145,600	\$105.00	\$2.70
LEAD DETECTIVE = CORPORAL BASE					
LEAD DETECTIVE	\$64.91	\$11,251	\$135,009	\$97.36	\$8.84
3% (5 Years)	\$66.86	\$11,588	\$139,059	\$100.28	\$9.11
4.5% (10 Years)	\$67.83	\$11,757	\$141,084	\$101.74	\$9.24
6% (15 Years)	\$68.80	\$11,926	\$143,109	\$103.20	\$9.37
8% (18 Years)	\$70.10	\$12,151	\$145,809	\$105.15	\$9.55
10% (21 Years)	\$71.40	\$12,376	\$148,510	\$107.10	\$9.73
12% (24 Years)	\$72.70	\$12,601	\$151,210	\$109.05	\$9.90
DETECTIVE SGT = PATROL SGT BASE (18%) + 3.5%					
DETECTIVE SERGEANT	\$73.75	\$12,783	\$153,400	\$110.63	\$11.06
3% (5 Years)	\$75.96	\$13,167	\$158,002	\$113.94	\$11.39
4.5% (10 Years)	\$77.07	\$13,359	\$160,303	\$115.60	\$11.56
6% (15 Years)	\$78.18	\$13,550	\$162,604	\$117.26	\$11.73
8% (18 Years)	\$79.65	\$13,806	\$165,672	\$119.48	\$11.95
10% (21 Years)	\$81.13	\$14,062	\$168,740	\$121.69	\$12.17
12% (24 Years)	\$82.60	\$14,317	\$171,808	\$123.90	\$12.39
LIEUTENANT BASE PAY + 3.5%					
LIEUTENANT	\$84.81	\$14,701	\$176,410	\$127.22	
3% (5 Years)	\$87.36	\$15,142	\$181,702	\$131.04	
4.5% (10 Years)	\$88.63	\$15,362	\$184,348	\$132.94	
6% (15 Years)	\$89.90	\$15,583	\$186,995	\$134.85	
8% (18 Years)	\$91.60	\$15,877	\$190,523	\$137.40	
10% (21 Years)	\$93.29	\$16,171	\$194,051	\$139.94	
12% (24 Years)	\$94.99	\$16,465	\$197,579	\$142.49	