



CITY OF DORAL  
 CLASSIFICATION & PAY PLAN  
 OCTOBER 1, 2023 TO SEPTEMBER 30, 2024

| FY 2023-2024        |                      |               |
|---------------------|----------------------|---------------|
| Job Classification: | Police Officer (201) |               |
| <b>Grade</b>        | <b>Annual</b>        | <b>Hourly</b> |
| <b>Step 1</b>       | \$61,291.00          | \$29.47       |
| <b>Step 2</b>       | \$63,130.00          | \$30.36       |
| <b>Step 3</b>       | \$65,024.00          | \$31.27       |
| <b>Step 4</b>       | \$66,975.00          | \$32.21       |
| <b>Step 5</b>       | \$68,984.00          | \$33.17       |
| <b>Step 6</b>       | \$71,054.00          | \$34.17       |
| <b>Step 7</b>       | \$73,185.00          | \$35.19       |
| <b>Step 8</b>       | \$75,381.00          | \$36.25       |
| <b>Step 9</b>       | \$77,642.00          | \$37.33       |
| <b>Step 10</b>      | \$79,971.00          | \$38.45       |
| <b>Step 11</b>      | \$82,371.00          | \$39.61       |
| <b>Step 12</b>      | \$84,842.00          | \$40.79       |
| <b>Step 13</b>      | \$87,387.00          | \$42.02       |

| FY 2023-2024        |                       |               |
|---------------------|-----------------------|---------------|
| Job Classification: | Police Sergeant (202) |               |
| <b>Grade</b>        | <b>Annual</b>         | <b>Hourly</b> |
| <b>Step 1</b>       | \$77,778.00           | \$37.40       |
| <b>Step 2</b>       | \$80,111.00           | \$38.52       |
| <b>Step 3</b>       | \$82,515.00           | \$39.68       |
| <b>Step 4</b>       | \$84,990.00           | \$40.87       |
| <b>Step 5</b>       | \$87,540.00           | \$42.09       |
| <b>Step 6</b>       | \$90,166.00           | \$43.35       |
| <b>Step 7</b>       | \$92,871.00           | \$44.66       |
| <b>Step 8</b>       | \$95,657.00           | \$45.99       |
| <b>Step 9</b>       | \$98,527.00           | \$47.37       |
| <b>Step 10</b>      | \$101,483.00          | \$48.80       |
| <b>Step 11</b>      | \$104,527.00          | \$50.26       |
| <b>Step 12</b>      | \$107,663.00          | \$51.77       |
| <b>Step 13</b>      | \$110,926.00          | \$53.33       |

| FY 2023-2024        |                         |               |
|---------------------|-------------------------|---------------|
| Job Classification: | Police Lieutenant (203) |               |
| <b>Grade</b>        | <b>Annual</b>           | <b>Hourly</b> |
| <b>Step 1</b>       | \$90,148.00             | \$43.35       |
| <b>Step 2</b>       | \$92,852.00             | \$44.65       |
| <b>Step 3</b>       | \$95,638.00             | \$45.99       |
| <b>Step 4</b>       | \$98,507.00             | \$47.36       |
| <b>Step 5</b>       | \$101,462.00            | \$48.79       |
| <b>Step 6</b>       | \$104,506.00            | \$50.25       |
| <b>Step 7</b>       | \$107,641.00            | \$51.76       |
| <b>Step 8</b>       | \$110,870.00            | \$53.31       |
| <b>Step 9</b>       | \$114,196.00            | \$54.91       |
| <b>Step 10</b>      | \$117,622.00            | \$56.55       |
| <b>Step 11</b>      | \$121,151.00            | \$58.25       |
| <b>Step 12</b>      | \$124,785.00            | \$60.00       |
| <b>Step 13</b>      | \$128,544.00            | \$61.81       |

Cost of Living Adjustment FY 23-24: 3%  
 Performance Merit Increase: 3%

City of Doral- Approved Classification Steps for Bargaining Members

Revised 09/20/2023