



Draper City Police Department
Step Pay Plan
FY2026
Effective July 2025



Grade	Job Title	Rate	Entry
P1	Police Officer I	Hourly Salary Step Increase	\$30.75 \$63,960.00

Grade	Job Title	Rate	Step 1	Step 2	Step 3	Step 4	Step 5
P1	Police Officer I	Hourly Salary Step Increase	\$31.98 \$66,518.40 4.0%	\$33.26 \$69,180.80 4.0%	\$34.59 \$71,947.20 4.0%	\$35.97 \$74,817.60 4.0%	\$37.41 \$77,812.80 4.0%
P2	Police Officer II	Hourly Salary Step Increase				\$ 37.77 \$ 78,561.60	\$ 39.28 \$ 81,702.40 4.0%

Grade	Job Title	Rate	Step 6	Step 7	Step 8	Step 9	Step 10
P1	Police Officer I	Hourly Salary Step Increase	\$38.91 \$80,932.80 4.0%	\$40.47 \$84,177.60 4.0%	\$42.09 \$87,547.20 4.0%	\$43.77 \$91,041.60 4.0%	\$45.52 \$94,681.60 4.0%
P2	Police Officer II	Hourly Salary Step Increase	\$ 40.85 \$ 84,968.00 4.0%	\$ 42.48 \$88,358.40 4.0%	\$44.18 \$91,894.40 4.0%	\$45.95 \$ 95,576.00 4.0%	\$47.79 \$ 99,403.20 4.0%
P3	Master Officer	Hourly Salary Step Increase	\$ 42.89 \$ 89,211.20	\$ 44.61 \$92,788.80 4.0%	\$ 46.39 \$96,491.20 4.0%	\$ 48.25 \$ 100,360.00 4.0%	\$ 50.18 \$ 104,374.40 4.0%
P4	Sergeant	Hourly Salary Step Increase		\$52.18 \$108,534.40	\$54.27 \$112,881.60 4.0%	\$56.44 \$117,395.20 4.0%	\$58.70 \$122,096.00 4.0%
P5	Lieutenant	Hourly Salary Step Increase			\$61.05 \$126,984.00	\$63.49 \$132,059.20 4.0%	\$66.03 \$137,342.40 4.0%

Plan History:

Market adjustments - 2/21/2018
Market & step adjustments - July 2019
2% COLA - July 2019
2% COLA - July 2021
Market & step adjustments - 09/07/2021
2% COLA - July 2022

4% Market adjustment for P2 & P3 - July 2023
4% COLA - July 2023
3% Market adjustment for P1 - Feb 2024
3% COLA - July 2024
Market & step adjustments - July 2024
2% COLA - July 2025