

**City of El Segundo
 ESPOA Salary Table - Year 1 - 3: 2018-2021 MOU
 9% COLA increase effective November 24, 2018, 2% COLA effect October 1, 2019 & 2% COLA effective October 1, 2020
 Effective November 24, 2018**

Range	Position	Step	Base Pay - Year 1: November 24, 2018 - September 30, 2019	Base Pay - Year 2: October 1, 2019 - September 30, 2020	Base Pay - Year 3: October 1, 2020 - September 30, 2021
687	OFFICER	Step A	\$ 6,864.84	\$ 7,002.14	\$ 7,142.18
		Step B	\$ 7,208.08	\$ 7,352.25	\$ 7,499.29
		Step C	\$ 7,568.49	\$ 7,719.86	\$ 7,874.26
		Step D	\$ 7,946.91	\$ 8,105.85	\$ 8,267.97
		Step E	\$ 8,344.26	\$ 8,511.14	\$ 8,681.37
		Step F	\$ 9,178.68	\$ 9,362.26	\$ 9,549.50

Range	Position	Step	Base Pay - Year 1: November 24, 2018 - September 30, 2019	Base Pay - Year 2: October 1, 2019 - September 30, 2020	Base Pay - Year 3: October 1, 2020 - September 30, 2021
700	SERGEANT	Step A	\$ 8,600.23	\$ 8,772.24	\$ 8,947.68
		Step B	\$ 9,030.24	\$ 9,210.85	\$ 9,395.06
		Step C	\$ 9,481.75	\$ 9,671.39	\$ 9,864.82
		Step D	\$ 9,955.84	\$ 10,154.96	\$ 10,358.06
		Step E	\$ 10,453.63	\$ 10,662.71	\$ 10,875.96
		Step F	\$ 11,499.00	\$ 11,728.98	\$ 11,963.56