



Police Department

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DEPARTMENT GENERAL ORDER 23-06

OFFICE of the CHIEF OF POLICE
REPLACES: General Order 09-15

DATE: February 22, 2023

PROFICIENCY/SPECIALTY PAY

I. PURPOSE.

To establish guidelines regarding proficiency and specialty pay for those personnel who possess approved technical and/or investigative skills beyond those held by employees in the same or similar job positions.

II. GENERAL.

The Chief of Police shall have full authority and discretion to designate what areas of expertise or skills will qualify to receive proficiency/specialty pay.

III. COMPENSATION SCHEDULE.

The compensation schedule for those employees eligible for proficiency/specialty pay, or who have assumed additional department responsibilities is as follows:

- A. Detectives - \$62.35 per pay period; \$1621.10 annually.
- B. Armorer - \$28.85 per pay period; \$750.10 annually.
- C. Field Investigator - \$28.85 per pay period; \$750.10 annually.
- D. Corporal - \$96.15 per pay period; \$2499.90 annually.
- E. Evidence Specialist - \$28.85 per pay period; \$750.10 annually.

F. Field Training Officer - One hour of compensatory time per each 12 hour training day. Request for such compensation shall be documented in proper form and submitted in accordance with established procedures.

G. Acting Commander - An increase in base salary of five (5) percent. Such compensation shall be applicable during long-term assignments to fill vacancies and/or the extended absences of command personnel with approval by the City Manager.

IV. COMPENSATION ADJUSTMENTS.

Should an officer be reassigned or is otherwise unable to continue in a specialty position, the additional compensation granted the employee will immediately cease.

BY ORDER OF:

A handwritten signature in black ink, appearing to read 'Mark J. Smith', written in a cursive style.

MARK J. SMITH
Chief of Police

MJS:sak