

Human Resources Department
WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT
14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 SALARY SCHEDULE

POLICE OFFICER
(40-hour work week)

1 (A)	2 (B)	3 (C)	4 (D)	5 (E)	6 (F)	7 (G)	8 (G)	9 (H)	10 (H)	11 (I)
\$9,521.83	\$9,981.17	\$10,530.08	\$11,057.25	\$11,618.58	\$11,908.25	\$12,289.08	\$12,289.08	\$12,657.75	\$12,657.75	\$13,037.50

SALARY SCHEDULE RULES AND REGULATIONS

INITIAL SALARY PLACEMENT ON THE SALARY SCHEDULE

Initial salary placement for a new bargaining unit member who is not a “Lateral Officer” shall be based upon the qualifications identified in Steps A-C below. Higher steps may be authorized by the Associate Vice Chancellor, Human Resources upon recommendation of the District Chief of Police at the time of appointment for a highly qualified individual, based on years of experience in rank, education, specialized training or certification, or other factors when it is considered to be in the best interest of the District.

- Step A

A member who is currently enrolled the basic police academy as a recruit. Once a member has successfully graduated from the basic police academy, they will be eligible to receive Step B.
- Step B

A member who has successfully completed the basic police academy but has not yet completed the Field Training Program. Once a member has successfully completed the Field Training Program, they will be eligible to receive Step C.
- Step C

A member who has successfully completed probation and received a P.O.S.T Basic Certificate.
- Step D

A member who previously worked as a non-probationary law enforcement officer for another agency (Lateral Officer).
- (Changes to Steps A-C will be processed in the next possible pay period following formal notificatipon to HR.)

SERVICE INCREMENTS

An member shall be granted a one-step salary increase at the completion of the requirements identified for Steps A-C or on his/her anniversary date following the completion of each successive assignment year of service until Step G is reached. In order to be eligible for Step H the member must have completed two years of service at Step G. In order to be eligible for Step I the member must have completed two years of service at Step H. Such advancement on the salary schedule is based upon satisfactory performance, and advancement may be withheld for one year pending attainment of satisfactory evaluation.

The anniversary increment date is the first day of the month immediately following the month in which the bargaining unit member was employed.

Credit toward a service increment is not earned during a long-term unpaid leave of absence.