

APPENDIX C

FY 2025 Police Pay Plan

Key	Title	Base Pay	1st Year	2nd Year	3rd Year	4th Year	6th Year	8th Year	10th Year	12th Year	14th Year	
		Step 1 Base Pay	2	3	4	5	6	7	8	9	10	
			Base+1	Base+2	Base+3	Base+4	Base+5	Base+6	Base+7	Base+8	Base+9	
X03	Police Officer	36.57	38.40	40.32	42.33	43.65	44.74	45.86	47.00	48.28	50.78	
		76,076	79,866	83,869	88,053	90,799	93,062	95,385	97,767	100,430	105,632	
X04	Police Corporal 3 Years				3rd Year	4th Year	6th Year	8th Year	10th Year	12th Year	14th Year	
					4	5	6	7	8	9	10	
					Base Pay	Base +1	Base+2	Base+3	Base+4	Base+5	Base+6	
					46.57	48.19	49.39	50.63	51.89	53.31	56.06	
			96,858	100,239	102,740	105,301	107,922	110,890	116,604			
X07	Police Sergeant 5 Years						7th Year	8th Year	10th Year	12th Year	14th Year	
							6	7	8	9	10	
							Base Pay	Base+1	Base+2	Base+3	Base+4	
							54.46	55.82	57.21	58.78	61.77	
					113,282	116,111	119,000	122,261	128,486			
X08	Police Lieutenant 7 Years								10th Year	12th Year	14th Year	
									8	9	10	
									Base Pay	Base+1	Base+2	
									63.04	64.77	68.10	
							131,120	134,712	141,648			
X09	Police Captain 9 Years									13th Year	14th Year	
										9	10	
										Base Pay	Base+1	
										71.43	75.07	
									148,584	156,145		

NOTES

FY Effective First Pay Period after 10/1/2024: Step 1-4: 12%; Step 5-8: 10%; Eliminate FY 24 Step 9; New Step 9 (FY24 Step 10); New Step 10 (FY24 Step 11); 5%; Corporal Detective: new Step 4

FY Effective First Pay Period after 1/1/2026: Step 1-8: 3%; Step 9-10: 4%

FY Effective First Pay Period after 1/1/2027: Step 1-8: 3%; Step 9-10: 5%

FY Effective First Pay Period after 1/1/2028: Step 1-8: 3%; Step 9-10: 5%

Hourly Rates are shown rounded to the penny. Annual figures are based on the rounded hourly rates.

FY 2026 Police Pay Plan

Key	Title	Base Pay Step 1 Base Pay	1st Year 2 Base+1	2nd Year 3 Base+2	3rd Year 4 Base+3	4th Year 5 Base+4	6th Year 6 Base+5	8th Year 7 Base+6	10th Year 8 Base+7	12th Year 9 Base+8	14th Year 10 Base+9
X03	Police Officer	37.67	39.55	41.53	43.60	44.96	46.08	47.23	48.41	50.21	52.82
		78,358	82,262	86,385	90,694	93,523	95,854	98,246	100,700	104,447	109,857
X04	Police Corporal 3 Years				3rd Year	4th Year	6th Year	8th Year	10th Year	12th Year	14th Year
					4	5	6	7	8	9	10
					Base Pay	Base +1	Base+2	Base+3	Base+4	Base+5	Base+6
					47.96	49.64	50.88	52.14	53.44	55.45	58.30
			99,764	103,246	105,822	108,460	111,160	115,326	121,268		
X07	Police Sergeant 5 Years						7th Year	8th Year	10th Year	12th Year	14th Year
							6	7	8	9	10
							Base Pay	Base+1	Base+2	Base+3	Base+4
							56.10	57.50	58.93	61.13	64.24
					116,681	119,595	122,570	127,151	133,626		
X08	Police Lieutenant 7 Years								10th Year	12th Year	14th Year
									8	9	10
									Base Pay	Base+1	Base+2
									64.93	67.36	70.82
							135,054	140,100	147,313		
X09	Police Captain 9 Years									13th Year	14th Year
										9	10
										Base Pay	Base+1
										74.29	78.07
								154,527	162,391		

NOTES

FY 2025: Effective First Pay Period after 10/1/2024: Step 1-4: 12%; Step 5-8: 10%; Eliminate FY 24 Step 9; New Step 9 (FY24 Step 10); New Step 10 (FY24 Step 11); 5%; Corporal Detective: new Step 4
 FY2026: Effective First Pay Period after 1/1/2026: Step 1-8: 3%; Step 9-10: 4%
 FY 2027: Effective First Pay Period after 1/1/2027: Step 1-8: 3%; Step 9-10: 5%
 FY 2028: Effective First Pay Period after 1/1/2028: Step 1-8: 3%; Step 9-10:5%

Hourly Rates are shown rounded to the penny. Annual figures are based on the rounded hourly rates.

FY 2027 Police Pay Plan

Key	Title	Base Pay Step 1 Base Pay	1st Year 2 Base+1	2nd Year 3 Base+2	3rd Year 4 Base+3	4th Year 5 Base+4	6th Year 6 Base+5	8th Year 7 Base+6	10th Year 8 Base+7	12th Year 9 Base+8	14th Year 10 Base+9
X03	Police Officer	38.80	40.74	42.78	44.91	46.31	47.47	48.65	49.87	52.73	55.46
		80,709	84,730	88,976	93,415	96,328	98,729	101,194	103,721	109,669	115,350
X04	Police Corporal 3 Years				3rd Year 4 Base Pay	4th Year 5 Base +1	6th Year 6 Base+2	8th Year 7 Base+3	10th Year 8 Base+4	12th Year 9 Base+5	14th Year 10 Base+6
					49.40	51.13	52.40	53.71	55.05	58.22	61.22
					102,757	106,343	108,997	111,714	114,494	121,092	127,332
X07	Police Sergeant 5 Years						7th Year 6 Base Pay	8th Year 7 Base+1	10th Year 8 Base+2	12th Year 9 Base+3	14th Year 10 Base+4
							57.78	59.22	60.70	64.19	67.46
							120,181	123,183	126,247	133,509	140,307
X08	Police Lieutenant 7 Years								10th Year 8 Base Pay	12th Year 9 Base+1	14th Year 10 Base+2
									66.88	70.72	74.36
									139,106	147,105	154,679
X09	Police Captain 9 Years									13th Year 9 Base Pay	14th Year 10 Base+1
										78.01	81.98
										162,253	170,510

NOTES

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- FY 2026: Effective First Pay Period after 1/1/2026: Step 1-8: 3%; Step 9-10: 4%
- FY 2027: Effective First Pay Period after 1/1/2027: Step 1-8: 3%; Step 9-10: 5%
- FY 2028: Effective First Pay Period after 1/1/2028: Step 1-8: 3%; Step 9-10: 5%

FY 2028 Police Pay Plan

Key	Title	Base Pay Step 1 Base Pay	1st Year 2 Base+1	2nd Year 3 Base+2	3rd Year 4 Base+3	4th Year 5 Base+4	6th Year 6 Base+5	8th Year 7 Base+6	10th Year 8 Base+7	12th Year 9 Base+8	14th Year 10 Base+9
X03	Police Officer	39.97	41.96	44.06	46.26	47.70	48.89	50.11	51.36	55.36	58.23
		83,130	87,272	91,645	96,218	99,218	101,691	104,229	106,833	115,153	121,117
X04	Police Corporal 3 Years				3rd Year 4 Base Pay	4th Year 5 Base +1	6th Year 6 Base+2	8th Year 7 Base+3	10th Year 8 Base+4	12th Year 9 Base+5	14th Year 10 Base+6
					50.88	52.66	53.97	55.32	56.70	61.13	64.28
					105,840	109,534	112,267	115,066	117,929	127,147	133,698
X07	Police Sergeant 5 Years						7th Year 6 Base Pay	8th Year 7 Base+1	10th Year 8 Base+2	12th Year 9 Base+3	14th Year 10 Base+4
							59.51	61.00	62.52	67.40	70.83
							123,787	126,878	130,035	140,184	147,322
X08	Police Lieutenant 7 Years								10th Year 8 Base Pay	12th Year 9 Base+1	14th Year 10 Base+2
									68.88	74.26	78.08
									143,279	154,460	162,413
X09	Police Captain 9 Years									13th Year 9 Base Pay	14th Year 10 Base+1
										81.91	86.07
										170,366	179,036

NOTES

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 FY2026: Effective First Pay Period after 1/1/2026: Step 1-8: 3%; Step 9-10: 4%
 FY 2027: Effective First Pay Period after 1/1/2027: Step 1-8: 3%; Step 9-10: 5%
 FY 2028: Effective First Pay Period after 1/1/2028: Step 1-8: 3%; Step 9-10:5%
 Hourly Rates are shown rounded to the penny. Annual figures are based on the rounded hourly rates.