

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
X04	Police Corporal 3 Years	78,358	82,262	86,385	90,694	93,523	95,854	98,246	100,700	104,447	109,857
					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
X07	Police Sergeant 5 Years				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
X08	Police Lieutenant 7 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
							56.10	57.50	58.93	61.13	64.24
X09	Police Captain 9 Years						116,681	119,595	122,570	127,151	133,626
									10th Year 8 Base Pay	12th Year 9 Base+1	14th Year 10 Base+2
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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
Effective First Pay Period after 1/1/2026:	Step 1-8: 3%; Step 9-10: 4%
Effective First Pay Period after 1/1/2027:	Step 1-8: 3%; Step 9-10: 5%
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.