

G. CLASSIFICATIONS - POLICE BARGAINING UNIT

2026 Police Bargaining Pay Plan - (5.58% increase over 2025 Salaries). Salaries effective December 21, 2025

Class Code	Class Title	Pay Range		A	B	C	D	E	F	G	H	I
9010	Police Officer	3 UP	AN.	\$79,580.80	\$84,323.20	\$89,086.40	\$92,476.80	\$96,408.00	\$98,342.40	\$101,920.00	\$106,537.60	\$110,260.80
			BW.	\$3,060.80	\$3,243.20	\$3,426.40	\$3,556.80	\$3,708.00	\$3,782.40	\$3,920.00	\$4,097.60	\$4,240.80
			HR.	\$38.26	\$40.54	\$42.83	\$44.46	\$46.35	\$47.28	\$49.00	\$51.22	\$53.01
9030	Police Sergeant	7 UP	AN.	\$110,760.00	\$112,632.00	\$114,400.00	\$116,168.00	\$118,040.00	\$119,891.20	\$123,281.60		
			BW.	\$4,260.00	\$4,332.00	\$4,400.00	\$4,468.00	\$4,540.00	\$4,611.20	\$4,741.60		
			HR.	\$53.25	\$54.15	\$55.00	\$55.85	\$56.75	\$57.64	\$59.27		
9050	Police Lieutenant	9 UP	AN.	\$126,588.80	\$129,230.40	\$131,268.80	\$133,203.20	\$135,304.00	\$138,008.00			
			BW.	\$4,868.80	\$4,970.40	\$5,048.80	\$5,123.20	\$5,204.00	\$5,308.00			
			HR.	\$60.86	\$62.13	\$63.11	\$64.04	\$65.05	\$66.35			
9070	Police Captain	11 UP	AN.	\$145,038.40	\$150,009.60	\$155,688.00	\$161,324.80	\$166,150.40				
			BW.	\$5,578.40	\$5,769.60	\$5,988.00	\$6,204.80	\$6,390.40				
			HR.	\$69.73	\$72.12	\$74.85	\$77.56	\$79.88				

STEP PROGRESSION

Any SGT or LT or CAPT with 20 YOS is placed at the top step

Police Officer

Police Sergeant

Police Lieutenant

Step	Requirement
"A"	Initial Hire
"B"	One (1) Year at step "A"
"C"	One (1) Year at step "B"
"D"	One (1) Year at step "C"
"E"	One (1) Year at step "D"
"F"	One (1) Year at step "E"
"G"	One (1) Year at step "F"
"H"	One (1) Year at step "G"
"I"	One (1) Year at step "H"

Step	Requirement
"A"	Initial Promotion
"B"	One (1) Year at step "A"
"C"	One (1) Year at step "B"
"D"	One (1) Year at step "C"
"E"	One (1) Year at step "D"
"F"	One (1) Year at step "E"
"G"	One (1) Year at step "F"

Police Captain

Step	Requirement
"A"	8 to 11 YOS at time of promotion
"B"	12 to 19 YOS at time of promotion OR Eighteen (18) months at step "A"
"C"	Eighteen (18) months at step "B"
"D"	Eighteen (18) months at step "C"
"E"	20 or more YOS at time of promotion OR Eighteen (18) months at step "D"

Actual pay for employees in this group is calculated from the **hourly rate** and rounded to the closest penny.

G. CLASSIFICATIONS - POLICE BARGAINING UNIT

2027 Police Bargaining Pay Plan - (6.4% increase over 2026 Salaries). Salaries effective December 20, 2026

Class Code	Class Title	Pay Range		A	B	C	D	E	F	G	H	I
9010	Police Officer	3 UP	AN.	\$84,676.80	\$89,710.40	\$94,785.60	\$98,404.80	\$102,585.60	\$104,644.80	\$108,451.20	\$113,360.00	\$117,312.00
			BW.	\$3,256.80	\$3,450.40	\$3,645.60	\$3,784.80	\$3,945.60	\$4,024.80	\$4,171.20	\$4,360.00	\$4,512.00
			HR.	\$40.71	\$43.13	\$45.57	\$47.31	\$49.32	\$50.31	\$52.14	\$54.50	\$56.40
9030	Police Sergeant	7 UP	AN.	\$117,852.80	\$119,849.60	\$121,721.60	\$123,593.60	\$125,590.40	\$127,566.40	\$131,164.80		
			BW.	\$4,532.80	\$4,609.60	\$4,681.60	\$4,753.60	\$4,830.40	\$4,906.40	\$5,044.80		
			HR.	\$56.66	\$57.62	\$58.52	\$59.42	\$60.38	\$61.33	\$63.06		
9050	Police Lieutenant	9 UP	AN.	\$134,700.80	\$137,508.80	\$139,672.00	\$141,731.20	\$143,956.80	\$146,848.00			
			BW.	\$5,180.80	\$5,288.80	\$5,372.00	\$5,451.20	\$5,536.80	\$5,648.00			
			HR.	\$64.76	\$66.11	\$67.15	\$68.14	\$69.21	\$70.60			
9070	Police Captain	11 UP	AN.	\$154,315.20	\$159,619.20	\$165,651.20	\$171,641.60	\$176,779.20				
			BW.	\$5,935.20	\$6,139.20	\$6,371.20	\$6,601.60	\$6,799.20				
			HR.	\$74.19	\$76.74	\$79.64	\$82.52	\$84.99				

STEP PROGRESSION

Any SGT or LT or CAPT with 20 YOS is placed at the top step

Police Officer

Police Sergeant

Police Lieutenant

Step	Requirement
"A"	Initial Hire
"B"	One (1) Year at step "A"
"C"	One (1) Year at step "B"
"D"	One (1) Year at step "C"
"E"	One (1) Year at step "D"
"F"	One (1) Year at step "E"
"G"	One (1) Year at step "F"
"H"	One (1) Year at step "G"
"I"	One (1) Year at step "H"

Step	Requirement
"A"	Initial Promotion
"B"	One (1) Year at step "A"
"C"	One (1) Year at step "B"
"D"	One (1) Year at step "C"
"E"	One (1) Year at step "D"
"F"	One (1) Year at step "E"
"G"	One (1) Year at step "F"

Police Captain

Step	Requirement
"A"	8 to 11 YOS at time of promotion
"B"	12 to 19 YOS at time of promotion OR Eighteen (18) months at step "A"
"C"	Eighteen (18) months at step "B"
"D"	Eighteen (18) months at step "C"
"E"	20 or more YOS at time of promotion OR Eighteen (18) months at step "D"

Actual pay for employees in this group is calculated from the **hourly rate** and rounded to the closest penny.