

APPENDIX A - POLICE OFFICERS AND INVESTIGATORS FY27 - FY29 PAY PLAN (64)

FY27

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	
Annual Rate:	71,000.00	72,000.00	73,000.00	75,500.00	77,500.00	80,000.00	82,000.00	
Biweekly Rate	\$2,730.77	\$2,769.23	\$2,807.69	\$2,903.85	\$2,980.77	\$3,076.92	\$3,153.85	
Hourly Rate:	\$34.1346	\$34.6154	\$35.0962	\$36.2981	\$37.2596	\$38.4615	\$39.4231	
	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
Annual Rate:	84,000.00	87,000.00	90,500.00	94,000.00	97,500.00	101,500.00	105,500.00	110,000.00
Biweekly Rate:	\$3,230.77	\$3,346.15	\$3,480.77	\$3,615.38	\$3,750.00	\$3,903.85	\$4,057.69	\$4,230.77
Hourly Rate:	\$40.3846	\$41.8269	\$43.5096	\$45.1923	\$46.8750	\$48.7981	\$50.7212	\$52.8846

FY28

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	
Annual Rate:	73,000.00	74,000.00	75,000.00	78,000.00	80,000.00	82,500.00	84,500.00	
Biweekly Rate	\$2,807.69	\$2,846.15	\$2,884.62	\$3,000.00	\$3,076.92	\$3,173.08	\$3,250.00	
Hourly Rate:	\$35.0962	\$35.5769	\$36.0577	\$37.5000	\$38.4615	\$39.6635	\$40.6250	
	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
Annual Rate:	86,500.00	89,500.00	93,500.00	97,000.00	100,500.00	105,000.00	109,000.00	113,500.00
Biweekly Rate:	\$3,326.92	\$3,442.31	\$3,596.15	\$3,730.77	\$3,865.38	\$4,038.46	\$4,192.31	\$4,365.38
Hourly Rate:	\$41.5865	\$43.0288	\$44.9519	\$46.6346	\$48.3173	\$50.4808	\$52.4038	\$54.5673

FY29

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	
Annual Rate:	75,000.00	76,000.00	77,000.00	80,000.00	82,500.00	85,000.00	87,000.00	
Biweekly Rate	\$2,884.62	\$2,923.08	\$2,961.54	\$3,076.92	\$3,173.08	\$3,269.23	\$3,346.15	
Hourly Rate:	\$36.0577	\$36.5385	\$37.0192	\$38.4615	\$39.6635	\$40.8654	\$41.8269	
	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>	<u>Step 14</u>	<u>Step 15</u>
Annual Rate:	89,000.00	92,000.00	96,000.00	99,000.00	103,500.00	108,500.00	112,500.00	120,000.00
Biweekly Rate:	\$3,423.08	\$3,538.46	\$3,692.31	\$3,807.69	\$3,980.77	\$4,173.08	\$4,326.92	\$4,615.38
Hourly Rate:	\$42.7885	\$44.2308	\$46.1538	\$47.5962	\$49.7596	\$52.1635	\$54.0865	\$57.6923

The Chief of Police has the discretion to increase Step 1 by up to 2.0% per year in FY27, FY28, FY29.

Michael Mattione
February 24, 2026

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APPENDIX A - SERGEANT FY27 - FY29 PAY PLAN (64)

FY26

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$101,180.84	\$104,975.12	\$108,911.68	\$112,995.87	\$117,233.22	\$121,629.46	\$126,190.57
Biweekly Rate	\$3,891.57	\$4,037.50	\$4,188.91	\$4,346.00	\$4,508.97	\$4,678.06	\$4,853.48
Hourly Rate:	\$48.6446	\$50.4688	\$52.3614	\$54.3249	\$56.3621	\$58.4757	\$60.6685

	<u>Step 8</u>	<u>Step 9</u>
Annual Rate:	\$130,922.71	\$135,832.32
Biweekly Rate:	\$5,035.49	\$5,224.32
Hourly Rate:	\$62.9436	\$65.3040

FY27

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$104,216.26	\$108,124.37	\$112,179.03	\$116,385.75	\$120,750.21	\$125,278.35	\$129,976.28
Biweekly Rate	\$4,008.32	\$4,158.63	\$4,314.58	\$4,476.37	\$4,644.24	\$4,818.40	\$4,999.09
Hourly Rate:	\$50.1040	\$51.9829	\$53.9322	\$55.9547	\$58.0530	\$60.2300	\$62.4886

	<u>Step 8</u>	<u>Step 9</u>
Annual Rate:	\$134,980.37	\$140,210.86
Biweekly Rate:	\$5,191.55	\$5,392.73
Hourly Rate:	\$64.8944	\$67.4091

FY28

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$107,863.83	\$112,043.55	\$116,385.24	\$120,895.17	\$125,579.86	\$130,446.08	\$135,500.86
Biweekly Rate	\$4,148.61	\$4,309.37	\$4,476.36	\$4,649.81	\$4,829.99	\$5,017.16	\$5,211.57
Hourly Rate:	\$51.8576	\$53.8671	\$55.9544	\$58.1227	\$60.3749	\$62.7145	\$65.1446

	<u>Step 8</u>	<u>Step 9</u>
Annual Rate:	\$140,751.52	\$146,205.64
Biweekly Rate:	\$5,413.52	\$5,623.29
Hourly Rate:	\$67.6690	\$70.2912

The Chief of Police has the discretion to increase Step 1 by up to 2.0% per year in FY26, FY27 and FY28.

Michael Mattinno
February 24, 2026

T/A

2/24/2026

APPENDIX A - LIEUTENANT FY27 - FY29 PAY PLAN (64)

FY26

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$120,000.00	\$123,450.00	\$126,999.19	\$130,650.41	\$134,406.61	\$138,270.80	\$142,246.09
Biweekly Rate	\$4,615.38	\$4,748.08	\$4,884.58	\$5,025.02	\$5,169.49	\$5,318.11	\$5,471.00
Hourly Rate:	\$57.6923	\$59.3510	\$61.0573	\$62.8127	\$64.6186	\$66.4763	\$68.3875
	<u>Step 8</u>	<u>Step 9</u>					
Annual Rate:	\$146,335.66	\$150,542.81					
Biweekly Rate:	\$5,628.29	\$5,790.11					
Hourly Rate:	\$70.3537	\$72.3764					

FY27

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$124,200.00	\$127,770.75	\$131,444.16	\$135,223.18	\$139,110.85	\$143,110.28	\$147,224.70
Biweekly Rate	\$4,776.92	\$4,914.26	\$5,055.54	\$5,200.89	\$5,350.42	\$5,504.24	\$5,662.49
Hourly Rate:	\$59.7115	\$61.4282	\$63.1943	\$65.0111	\$66.8802	\$68.8030	\$70.7811
	<u>Step 8</u>	<u>Step 9</u>					
Annual Rate:	\$151,457.41	\$155,811.81					
Biweekly Rate:	\$5,825.29	\$5,992.76					
Hourly Rate:	\$72.8161	\$74.9095					

FY28

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
Annual Rate:	\$128,547.00	\$132,242.73	\$136,044.70	\$139,955.99	\$143,979.72	\$148,119.14	\$152,377.57
Biweekly Rate	\$4,944.12	\$5,086.26	\$5,232.49	\$5,382.92	\$5,537.68	\$5,696.89	\$5,860.68
Hourly Rate:	\$61.8014	\$63.5782	\$65.4061	\$67.2865	\$69.2210	\$71.2111	\$73.2584
	<u>Step 8</u>	<u>Step 9</u>					
Annual Rate:	\$156,758.42	\$161,265.23					
Biweekly Rate:	\$6,029.17	\$6,202.51					
Hourly Rate:	\$75.3646	\$77.5314					

The Chief of Police has the discretion to increase Step 1 by up to 2.0% per year in FY26, FY27 and FY28.

Michael Alattinne
February 24, 2026

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