

## 2026 Police Department Pay Plan

### Annual Rates

	Position	Step 1	Step 2	Step 3	Step 4
PD0	Police Officer/Recruit	\$78,358.28			
PD1	Police Officer	\$93,695.75	\$101,077.83	\$108,800.63	\$116,182.72
PD2	Police Sergeant	\$121,991.85	\$144,802.52		
PD11	Police Lieutenant	\$155,000.00	\$175,200.00		
PD3	Community Service Officer	\$66,686.05	\$70,528.97	\$74,597.95	\$80,136.28
PD10	CSO Supervisor	\$81,770.83	\$86,654.37	\$92,446.47	\$98,919.99
PD4	Communications Specialist	\$70,527.34	\$76,092.300	\$81,884.40	\$87,676.50
PD5	Lead Communications Specialist	\$88,471.60	\$91,083.62	\$93,809.32	\$95,967.26
PD6	Communications Supervisor	\$98,806.42	\$110,844.91		
PD12	Communications Manager	\$130,000.00	\$145,000.00		
PD7	Records Specialist	\$55,117.06	\$58,491.58	\$62,540.99	\$67,490.28
PD9	Senior Records Specialist	\$69,845.92	\$72,117.33	\$74,275.17	\$76,546.58

### Hourly Rates

	Position	Step 1	Step 2	Step 3	Step 4
PD0	Police Officer/Recruit	\$37.6723			
PD1	Police Officer	\$45.0461	\$48.5952	\$52.3080	\$55.8571
PD2	Police Sergeant	\$58.6500	\$69.6166		
PD11	Police Lieutenant	\$74.5193	\$84.2308		
PD3	Community Service Officer	\$32.0606	\$33.9082	\$35.8644	\$38.5271
PD10	CSO Supervisor	\$39.3129	\$41.6608	\$44.4455	\$47.5577
PD4	Communications Specialist	\$33.9074	\$36.5829	\$39.3676	\$42.1522
PD5	Lead Communications Specialist	\$42.5345	\$43.7903	\$45.1007	\$46.1382
PD6	Communications Supervisor	\$47.5031	\$53.2909		
PD12	Communications Manager	\$62.5000	\$69.7116		
PD7	Records Specialist	\$26.4986	\$28.1210	\$30.0678	\$32.4473
PD9	Senior Records Specialist	\$33.5798	\$34.6718	\$35.7093	\$36.8013

#### Step Key: Performance (Meets Expectations) and Months of Service

Step 1	0 to 12 Months
Step 2	13 to 24 Months
Step 3	25 to 36 Months
Step 4	37 to 48 Months

#### Lateral Sworn Police Officers:

- With 2 to 3 years of experience start at Step 1
- With 3 to 5 years of experience start at Step 2
- With 5+ years of experience start at Step 3

#### Lateral Communications Specialists:

- With 3 to 5 years of 911/Dispatcher experience within the last 12 months, will start at Step 2
- With 5+ years of 911/Dispatcher experience within the last 12 months, will start at Step 3

*Laterals also need to have the following experience:*

- Must have operated an integrated CAD, radio, and phone system with multiple screens
- Must be a call taker and dispatcher for police, fire, and EMS
- Must be EMD certified