

FY 2025-2026 Police Department Step Plan



Police Captain	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6													
	\$130,171	\$133,695	\$137,286	\$140,946	\$144,678	\$148,357													
Police Lieutenant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6													
	\$118,540	\$121,155	\$123,819	\$126,533	\$129,298	\$133,193													
Police Sergeant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6													
	\$102,374	\$104,919	\$107,526	\$110,196	\$112,931	\$117,015													
Police Corporal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10									
	\$90,323	\$91,832	\$93,366	\$94,924	\$96,512	\$98,122	\$99,761	\$101,426	\$103,120	\$107,994									
Police Officer	Step 1*	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15				
	\$74,642	\$75,978	\$77,337	\$78,720	\$80,128	\$81,561	\$83,021	\$83,929	\$85,929	\$87,971	\$90,065	\$92,209	\$94,404	\$96,650	\$99,125				
Police Cadet	Step 1**																		
	\$53,316																		

Promotion Matrix for Overlapping Ranks***

Police Officer Step	Salary	Corporal Step	Salary	% Increase
Step 1	74,642	Step 1	90,323	21.0%
Step 2	75,978	Step 1	90,323	18.9%
Step 3	77,337	Step 1	90,323	16.8%
Step 4	78,720	Step 1	90,323	14.7%
Step 5	80,128	Step 1	90,323	12.7%
Step 6	81,561	Step 1	90,323	10.7%
Step 7	83,021	Step 1	90,323	8.8%
Step 8	83,929	Step 1	90,323	7.6%
Step 9	85,929	Step 1	90,323	5.1%
Step 10	87,971	Step 1	90,323	2.7%
Step 11	90,065	Step 2	91,832	2.0%
Step 12	92,209	Step 3	93,366	1.3%
Step 13	94,404	Step 5	96,512	2.2%
Step 14	96,650	Step 6	98,122	1.5%
Step 15	99,125	Step 8	101,426	2.3%

Corporal Step	Salary	Sergeant Step	Salary	% Increase
Step 1	90,323	Step 1	102,374	13.3%
Step 2	91,832	Step 1	102,374	11.5%
Step 3	93,366	Step 1	102,374	9.6%
Step 4	94,924	Step 1	102,374	7.8%
Step 5	96,512	Step 1	102,374	6.1%
Step 6	98,122	Step 1	102,374	4.3%
Step 7	99,761	Step 2	104,919	5.2%
Step 8	101,426	Step 2	104,919	3.4%
Step 9	103,120	Step 3	107,526	4.3%
Step 10	107,994	Step 4	110,196	2.0%

Lieutenant Step	Salary	Captain Step	Salary	% Increase
Step 1	118,540	Step 1	130,171	9.8%
Step 2	121,155	Step 1	130,171	7.4%
Step 3	123,819	Step 1	130,171	5.1%
Step 4	126,533	Step 1	130,171	2.9%
Step 5	129,298	Step 2	133,695	3.4%
Step 6	133,193	Step 3	137,286	3.1%

*Certified Police Officers may be provided a \$3,000 OR \$5,000 sign-on incentive dependent upon experience, and/or may be eligible for a higher step placement upon hire per our Lateral Entry Program

**Police Cadets will attend academy and transistion to Step 1 Police Officer upon graduation

***When promoting to a Corporal, Sergeant, or Captain, reference the applicable overlap chart to identify promotional step

****When skipping a rank in a promotion, team member will go to the first step of the new rank