

FY2026 POLICE MANAGEMENT (P4) PAY SCHEDULE

Effective July 03, 2025

Grade	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
P-04	\$130,738	\$135,252	\$139,923	\$144,758	\$149,762	\$154,941	\$160,302	\$165,850	\$171,592	\$175,837	\$180,189	\$185,095
Hourly	\$62.855	\$65.025	\$67.271	\$69.595	\$72.001	\$74.491	\$77.068	\$79.735	\$82.496	\$84.537	\$86.629	\$88.988
Grade	Step 21	Step 22	Step 23	Step 24	Step 25							
P-04	\$190,136	\$195,315	\$202,089	\$209,099	\$216,355							
Hourly	\$91.411	\$93.902	\$97.158	\$100.529	\$104.017							

NOTES:

This pay schedule applies to employees in the classification of Police Captain.

Implements legislated pay schedule effective on the pay period beginning July 03, 2025.

Employees who achieve a satisfactory performance review shall receive a merit pay increase by advancing one step on the pay schedule, not to exceed maximum for grade; only once every 12 months.

Pay schedule adjustments and across the board increases are provided at the direction of the County Executive as approved by the County Council.

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 decimal places.