

Column1	Column18	Column17	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16
FY27 Pay Scale																	
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
POLICE OFFICER	63,988.34	17.21%	75,000.00	77,625.00	80,341.88	83,153.84	86,064.23	89,076.47	92,194.15	94,959.97	97,808.77	100,743.04	103,765.33	106,878.29	110,084.64	113,387.17	116,788.79
POLICE SERGEANT	72,305.48	21.00%	87,489.63	90,551.77	93,721.08	97,001.32	100,396.36	103,910.24	107,547.09	110,773.51	114,096.71	117,519.61	121,045.20	124,676.56	128,416.86	132,269.36	136,237.44
POLICE LIEUTENANT	89,774.36	15.00%	103,240.51	106,853.93	110,593.82	114,464.60	118,470.86	122,617.34	126,908.95	130,716.22	134,637.71	138,676.84	142,837.14	147,122.26	151,535.93	156,082.00	160,764.46
FY28 Pay Scale																	
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
POLICE OFFICER			76,500.00	79,177.50	81,948.71	84,816.92	87,785.51	90,858.00	94,038.03	96,859.17	99,764.95	102,757.90	105,840.63	109,015.85	112,286.33	115,654.92	119,124.57
POLICE SERGEANT			89,239.42	92,362.80	95,595.50	98,941.34	102,404.29	105,988.44	109,698.04	112,988.98	116,378.65	119,870.01	123,466.11	127,170.09	130,985.19	134,914.75	138,962.19
POLICE LIEUTENANT			105,305.32	108,991.01	112,805.70	116,753.90	120,840.28	125,069.69	129,447.13	133,330.54	137,330.46	141,450.37	145,693.89	150,064.70	154,566.64	159,203.64	163,979.75
FY29 Pay Scale																	
			0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
POLICE OFFICER			78,030.00	80,761.05	83,587.69	86,513.26	89,541.22	92,675.16	95,918.79	98,796.36	101,760.25	104,813.06	107,957.45	111,196.17	114,532.06	117,968.02	121,507.06
POLICE SERGEANT			91,024.21	94,210.06	97,507.41	100,920.17	104,452.38	108,108.21	111,892.00	115,248.76	118,706.22	122,267.41	125,935.43	129,713.49	133,604.90	137,613.04	141,741.43
POLICE LIEUTENANT			107,411.43	111,170.83	115,061.81	119,088.97	123,257.09	127,571.09	132,036.07	135,997.16	140,077.07	144,279.38	148,607.76	153,066.00	157,657.98	162,387.72	167,259.35

FY28 Payscale Adjustment	2.00%
FY29 Payscale Adjustment	2.00%

FY27 Step Increases		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Sergeant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Lieutenant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
FY28 Step Increases		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Sergeant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Lieutenant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
FY29 Step Increases		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Police Officer		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Sergeant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Police Lieutenant		3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

Cells of this color = inputs

City Baseline - uses baseline dollar amounts from COA FY26 pay scale		FY 2027		FY 2028		FY 2029	
Salary	\$	31,152,503	\$	31,890,663	\$	32,601,507	
Benefits	\$	14,953,202	\$	15,307,518	\$	15,648,723	
TOTAL	\$	46,105,705	\$	47,198,181	\$	48,250,231	
Proposed		FY 2027		FY 2028		FY 2029	
COLA/Payscale	\$	32,906,501.75	\$	34,182,201.43	\$	35,474,378.64	
Benefits	\$	15,795,120.84	\$	16,407,456.69	\$	17,027,701.75	
TOTAL	\$	48,701,623	\$	50,589,658	\$	52,502,080	
Net New		FY 2027		FY 2028		FY 2029	
COLA/Payscale	\$	1,753,998.55	\$	2,291,538.73	\$	2,872,871.52	
Benefits	\$	841,919.30	\$	1,099,938.59	\$	1,378,978.33	
TOTAL	\$	2,595,917.85	\$	3,391,477.32	\$	4,251,849.85	
Life of Contract Total	\$	10,239,245.02					