

**POLICE - CIVILIAN
EXHIBIT "D" CONTINUED
HOURLY BASE RATE**

EFFECTIVE July 12, 2025	RANGE	START	AFTER	MERIT + ONE YEAR			STEP 6	STEP 7	STEP 8	STEP 9
		RATE	6 MOS	----IN PRIOR STEP----						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5				
ANIMAL CONTROL OFFICER	P23A	29.669	31.153	32.710	34.346	36.063	37.156	37.899	38.657	39.623
BUREAU MANAGER	P37	41.513	43.588	45.766	48.056	50.459	51.988	53.028	54.088	55.440
COMM SERVICE OFFICER II	P30A	30.842	32.384	34.004	35.704	37.489	38.625	39.397	40.185	41.190
COMMUN OPER SUPERVISOR	P32	39.131	41.088	43.142	45.299	47.564	49.005	49.985	50.985	52.260
COMMUNICATIONS OPERATOR	P25	32.733	34.370	36.088	37.892	39.787	40.993	41.813	42.649	43.715
COMMUNITY SERVICE OFFICER	P19	26.577	27.906	29.301	30.766	32.305	33.284	33.949	34.628	35.494
CRIME ANALYST/INF SPEC	P35	37.065	38.918	40.864	42.907	45.052	46.417	47.346	48.293	49.500
CRIME PREV SPECIALIST	P23B	29.669	31.153	32.710	34.346	36.063	37.156	37.899	38.657	39.623
COURT LIAISON	P19A	26.577	27.906	29.301	30.766	32.305	33.284	33.949	34.628	35.494
POLICE ADMIN SPECIALIST	P22A	29.552	31.029	32.581	34.210	35.920	37.009	37.749	38.504	39.466
POLICE OFFICER TRAINEE	P21	29.105	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	23.999	25.199	26.459	27.782	29.171	30.055	30.656	31.269	32.051
POLICE SECRETARY	P20	26.863	28.206	29.617	31.098	32.652	33.642	34.315	35.001	35.876
PROPERTY/EVIDENCE TECH	P09A	23.541	24.719	25.954	27.252	28.615	29.482	30.071	30.673	31.440
RECORDS SPEC SUPERVISOR	P15	32.808	34.448	36.171	37.979	39.878	41.086	41.908	42.746	43.815
SENIOR POLICE SECRETARY	P22A	29.552	31.029	32.581	34.210	35.920	37.009	37.749	38.504	39.466
SR ANIMAL CONTROL OFFICER	P30	32.879	34.522	36.249	38.061	39.964	41.175	41.999	42.838	43.909
SR PROPERTY EVIDENCE TECH	P30B	30.842	32.384	34.004	35.704	37.489	38.625	39.397	40.185	41.190
YOUTH SERVICE OFFICER	P31	28.434	29.855	31.348	32.915	34.561	35.608	36.321	37.047	37.973

POLICE - CIVILIAN
EXHIBIT 'D' CONTINUED
HOURLY BASE RATE

EFFECTIVE July 11, 2026	RANGE	START	AFTER	MERIT + ONE YEAR			STEP 6	STEP 7	STEP 8	STEP 9
		RATE	6 MOS	----IN PRIOR STEP----						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5				
ANIMAL CONTROL OFFICER	P23A	30.856	32.399	34.018	35.719	37.505	38.642	39.415	40.203	41.208
BUREAU MANAGER	P37	43.174	45.332	47.599	49.979	52.478	54.068	55.149	56.252	57.658
COMM SERVICE OFFICER II	P30A	32.076	33.679	35.363	37.132	38.988	40.170	40.973	41.792	42.837
COMMUN OPER SUPERVISOR	P32	40.696	42.731	44.868	47.111	49.467	50.965	51.985	53.024	54.350
COMMUNICATIONS OPERATOR	P25	34.042	35.744	37.532	39.408	41.379	42.632	43.485	44.355	45.464
COMMUNITY SERVICE OFFICER	P19	27.640	29.022	30.473	31.997	33.597	34.615	35.307	36.013	36.913
CRIME ANALYST/INF SPEC	P35	38.548	40.475	42.499	44.624	46.855	48.275	49.240	50.225	51.480
CRIME PREV SPECIALIST	P23B	30.856	32.399	34.018	35.719	37.505	38.642	39.415	40.203	41.208
COURT LIAISON	P19A	27.640	29.022	30.473	31.997	33.597	34.615	35.307	36.013	36.913
POLICE ADMIN SPECIALIST	P22A	30.734	32.271	33.884	35.579	37.357	38.489	39.259	40.044	41.045
POLICE OFFICER TRAINEE	P21	30.269	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	24.959	26.207	27.517	28.893	30.338	31.257	31.882	32.520	33.333
POLICE SECRETARY	P20	27.938	29.334	30.801	32.341	33.958	34.987	35.687	36.401	37.311
PROPERTY/EVIDENCE TECH	P09A	24.483	25.707	26.992	28.342	29.759	30.660	31.274	31.899	32.697
RECORDS SPEC SUPERVISOR	P15	34.120	35.826	37.618	39.499	41.473	42.730	43.585	44.456	45.568
SENIOR POLICE SECRETARY	P22A	30.734	32.271	33.884	35.579	37.357	38.489	39.259	40.044	41.045
SR ANIMAL CONTROL OFFICER	P30	34.194	35.904	37.699	39.584	41.563	42.823	43.679	44.553	45.666
SR PROPERTY EVIDENCE TECH	P30B	32.076	33.679	35.363	37.132	38.988	40.170	40.973	41.792	42.837
YOUTH SERVICE OFFICER	P31	29.571	31.050	32.602	34.233	35.944	37.033	37.774	38.529	39.493

**POLICE - CIVILIAN
EXHIBIT 'D' CONTINUED
HOURLY BASE RATE**

EFFECTIVE July 10, 2027	RANGE	START	AFTER	MERIT + ONE YEAR			STEP 6	STEP 7	STEP 8	STEP 9
		RATE	6 MOS	----IN PRIOR STEP----						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5				
ANIMAL CONTROL OFFICER	P23A	31.473	33.047	34.699	36.434	38.256	39.415	40.203	41.007	42.032
BUREAU MANAGER	P37	44.037	46.239	48.551	50.979	53.528	55.150	56.253	57.378	58.812
COMM SERVICE OFFICER II	P30A	32.718	34.353	36.071	37.875	39.768	40.973	41.793	42.629	43.694
COMMUN OPER SUPERVISOR	P32	41.510	43.585	45.765	48.053	50.456	51.984	53.024	54.085	55.437
COMMUNICATIONS OPERATOR	P25	34.723	36.459	38.282	40.196	42.206	43.485	44.354	45.241	46.372
COMMUNITY SERVICE OFFICER	P19	28.193	29.602	31.083	32.637	34.269	35.307	36.013	36.733	37.652
CRIME ANALYST/INF SPEC	P35	39.319	41.285	43.349	45.517	47.792	49.241	50.225	51.230	52.511
CRIME PREV SPECIALIST	P23B	31.473	33.047	34.699	36.434	38.256	39.415	40.203	41.007	42.032
COURT LIAISON	P19A	28.193	29.602	31.083	32.637	34.269	35.307	36.013	36.733	37.652
POLICE ADMIN SPECIALIST	P22A	31.349	32.916	34.562	36.290	38.105	39.259	40.044	40.845	41.866
POLICE OFFICER TRAINEE	P21	30.874	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	25.458	26.731	28.068	29.471	30.945	31.882	32.520	33.170	33.999
POLICE SECRETARY	P20	28.497	29.922	31.418	32.989	34.638	35.688	36.401	37.129	38.058
PROPERTY/EVIDENCE TECH	P09A	24.973	26.221	27.532	28.909	30.354	31.274	31.900	32.538	33.351
RECORDS SPEC SUPERVISOR	P15	34.802	36.543	38.370	40.288	42.303	43.584	44.456	45.345	46.479
SENIOR POLICE SECRETARY	P22A	31.349	32.916	34.562	36.290	38.105	39.259	40.044	40.845	41.866
SR ANIMAL CONTROL OFFICER	P30	34.878	36.622	38.453	40.376	42.394	43.679	44.552	45.443	46.580
SR PROPERTY EVIDENCE TECH	P30B	32.718	34.353	36.071	37.875	39.768	40.973	41.793	42.629	43.694
YOUTH SERVICE OFFICER	P31	30.162	31.671	33.254	34.917	36.663	37.773	38.529	39.300	40.282

**POLICE - CIVILIAN
EXHIBIT "D" CONTINUED
HOURLY BASE RATE**

EFFECTIVE January 8, 2028	RANGE	START	AFTER	MERIT + ONE YEAR						
		RATE	6 MOS	-----IN PRIOR STEP-----						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
ANIMAL CONTROL OFFICER	P23A	32.102	33.708	35.393	37.163	39.021	40.203	41.007	41.827	42.873
BUREAU MANAGER	P37	44.918	47.164	49.522	51.998	54.598	56.252	57.377	58.525	59.988
COMM SERVICE OFFICER II	P30A	33.372	35.041	36.793	38.633	40.564	41.793	42.629	43.482	44.569
COMMUN OPER SUPERVISOR	P32	42.340	44.457	46.680	49.014	51.465	53.024	54.085	55.166	56.545
COMMUNICATIONS OPERATOR	P25	35.417	37.188	39.048	41.000	43.050	44.355	45.242	46.146	47.300
COMMUNITY SERVICE OFFICER	P19	28.757	30.195	31.704	33.290	34.954	36.013	36.734	37.468	38.405
CRIME ANALYST/INF SPEC	P35	40.105	42.111	44.216	46.427	48.748	50.225	51.230	52.255	53.561
CRIME PREV SPECIALIST	P23B	32.102	33.708	35.393	37.163	39.021	40.203	41.007	41.827	42.873
COURT LIAISON	P19A	28.757	30.195	31.704	33.290	34.954	36.013	36.734	37.468	38.405
POLICE ADMIN SPECIALIST	P22A	31.976	33.575	35.254	37.016	38.867	40.045	40.846	41.662	42.704
POLICE OFFICER TRAINEE	P21	31.491	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	25.967	27.266	28.629	30.060	31.563	32.520	33.170	33.833	34.679
POLICE SECRETARY	P20	29.067	30.520	32.046	33.649	35.331	36.402	37.130	37.872	38.819
PROPERTY/EVIDENCE TECH	P09A	25.472	26.746	28.083	29.488	30.962	31.900	32.538	33.189	34.019
RECORDS SPEC SUPERVISOR	P15	35.498	37.273	39.137	41.093	43.148	44.455	45.345	46.251	47.408
SENIOR POLICE SECRETARY	P22A	31.976	33.575	35.254	37.016	38.867	40.045	40.846	41.662	42.704
SR ANIMAL CONTROL OFFICER	P30	35.576	37.354	39.222	41.183	43.242	44.553	45.444	46.352	47.511
SR PROPERTY EVIDENCE TECH	P30B	33.372	35.041	36.793	38.633	40.564	41.793	42.629	43.482	44.569
YOUTH SERVICE OFFICER	P31	30.765	32.304	33.919	35.615	37.395	38.528	39.299	40.085	41.087

**POLICE - CIVILIAN
EXHIBIT "D" CONTINUED
HOURLY BASE RATE**

EFFECTIVE July 8, 2028	RANGE	START	AFTER	MERIT + ONE YEAR						
		RATE	6 MOS	---IN PRIOR STEP---			STEP 6	STEP 7	STEP 8	STEP 9
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
ANIMAL CONTROL OFFICER	P23A	32.744	34.381	36.100	37.905	39.801	41.007	41.827	42.663	43.730
BUREAU MANAGER	P37	45.816	48.107	50.513	53.038	55.690	57.377	58.525	59.696	61.188
COMM SERVICE OFFICER II	P30A	34.039	35.741	37.528	39.405	41.375	42.629	43.481	44.351	45.460
COMMUN OPER SUPERVISOR	P32	43.187	45.346	47.613	49.994	52.494	54.084	55.166	56.269	57.676
COMMUNICATIONS OPERATOR	P25	36.125	37.932	39.828	41.820	43.911	45.241	46.146	47.069	48.246
COMMUNITY SERVICE OFFICER	P19	29.332	30.799	32.339	33.956	35.653	36.734	37.468	38.218	39.173
CRIME ANALYST/INF SPEC	P35	40.907	42.952	45.100	47.355	49.723	51.229	52.254	53.299	54.632
CRIME PREV SPECIALIST	P23B	32.744	34.381	36.100	37.905	39.801	41.007	41.827	42.663	43.730
COURT LIAISON	P19A	29.332	30.799	32.339	33.956	35.653	36.734	37.468	38.218	39.173
POLICE ADMIN SPECIALIST	P22A	32.616	34.246	35.959	37.757	39.644	40.846	41.663	42.496	43.558
POLICE OFFICER TRAINEE	P21	32.121	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	26.486	27.811	29.201	30.661	32.194	33.170	33.833	34.510	35.373
POLICE SECRETARY	P20	29.648	31.131	32.687	34.322	36.038	37.130	37.872	38.630	39.595
PROPERTY/EVIDENCE TECH	P09A	25.981	27.281	28.645	30.077	31.581	32.537	33.188	33.852	34.698
RECORDS SPEC SUPERVISOR	P15	36.208	38.018	39.919	41.915	44.011	45.345	46.251	47.176	48.356
SENIOR POLICE SECRETARY	P22A	32.616	34.246	35.959	37.757	39.644	40.846	41.663	42.496	43.558
SR ANIMAL CONTROL OFFICER	P30	36.288	38.102	40.007	42.007	44.108	45.444	46.353	47.280	48.462
SR PROPERTY EVIDENCE TECH	P30B	34.039	35.741	37.528	39.405	41.375	42.629	43.481	44.351	45.460
YOUTH SERVICE OFFICER	P31	31.380	32.949	34.597	36.327	38.143	39.299	40.085	40.886	41.909

**POLICE - CIVILIAN
EXHIBIT "D" CONTINUED
HOURLY BASE RATE**

EFFECTIVE January 6, 2029	RANGE	START	AFTER	MERIT + ONE YEAR			STEP 6	STEP 7	STEP 8	STEP 9
		RATE	6 MOS	----IN PRIOR STEP----						
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5				
ANIMAL CONTROL OFFICER	P23A	33.399	35.069	36.822	38.663	40.597	41.827	42.663	43.516	44.604
BUREAU MANAGER	P37	46.732	49.069	51.522	54.099	56.803	58.525	59.695	60.889	62.411
COMM SERVICE OFFICER II	P30A	34.720	36.456	38.279	40.192	42.202	43.481	44.350	45.237	46.368
COMMUN OPER SUPERVISOR	P32	44.051	46.253	48.566	50.994	53.544	55.166	56.270	57.395	58.830
COMMUNICATIONS OPERATOR	P25	36.848	38.690	40.624	42.656	44.788	46.145	47.068	48.010	49.210
COMMUNITY SERVICE OFFICER	P19	29.919	31.415	32.985	34.635	36.366	37.468	38.218	38.982	39.956
CRIME ANALYST/INF SPEC	P35	41.725	43.811	46.002	48.302	50.717	52.254	53.299	54.365	55.724
CRIME PREV SPECIALIST	P23B	33.399	35.069	36.822	38.663	40.597	41.827	42.663	43.516	44.604
COURT LIAISON	P19A	29.919	31.415	32.985	34.635	36.366	37.468	38.218	38.982	39.956
POLICE ADMIN SPECIALIST	P22A	33.268	34.932	36.678	38.512	40.438	41.663	42.496	43.346	44.430
POLICE OFFICER TRAINEE	P21	32.763	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	27.016	28.367	29.785	31.274	32.838	33.833	34.509	35.200	36.080
POLICE SECRETARY	P20	30.241	31.753	33.341	35.008	36.758	37.872	38.629	39.402	40.387
PROPERTY/EVIDENCE TECH	P09A	26.501	27.826	29.217	30.678	32.212	33.188	33.851	34.528	35.392
RECORDS SPEC SUPERVISOR	P15	36.932	38.779	40.718	42.754	44.891	46.251	47.177	48.120	49.323
SENIOR POLICE SECRETARY	P22A	33.268	34.932	36.678	38.512	40.438	41.663	42.496	43.346	44.430
SR ANIMAL CONTROL OFFICER	P30	37.014	38.864	40.808	42.848	44.990	46.354	47.281	48.226	49.432
SR PROPERTY EVIDENCE TECH	P30B	34.720	36.456	38.279	40.192	42.202	43.481	44.350	45.237	46.368
YOUTH SERVICE OFFICER	P31	32.008	33.608	35.288	37.053	38.905	40.084	40.886	41.704	42.746