EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective June 26, 2017									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	4569	4798	–	–	–	–	–
Police Officer	415002	12^6	5279	5543	5821	6112	6418	6740	7077
Police Specialist	415003	–	5279	5543	5821	6112	6418	6740	7077
Police Sergeant	415004	12	6363	6681	7016	7367	7736	8124	8531

EXHIBIT 4 Unit 4 - Non-Management Police (FPOA), effective June 25, 2018									
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G
Police Officer Recruit	415001	12	4707	4942	–	–	–	–	–
Police Officer	415002	12^6	5438	5710	5996	6296	6611	6943	7290
Police Specialist	415003	–	5438	5710	5996	6296	6611	6943	7290
Police Sergeant	415004	12	6554	6882	7227	7589	7969	8368	8787

[6] A person promoting from Police Officer Recruit to Police Officer after one year at "A" step must serve a probationary period of six months in the Police Officer class. A person who is hired as a Police Officer – Lateral (from another agency) must serve a probationary period of one year in the Police Officer class.

06/26/2017 First Council Amendment
Supersedes Original