EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective July 28, 2025

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6693 ~~6498~~	7026 ~~6821~~	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7377 ~~7162~~	7747 ~~7521~~	8135 ~~7898~~	8543 ~~8294~~	8971 ~~8709~~	9420 ~~9145~~	9891 ~~9602~~
Police Sergeant	415004	12	8063 ~~7828~~	8468 ~~8221~~	8892 ~~8633~~	9336 ~~9064~~	9806 ~~9520~~	10296 ~~9996~~	10810 ~~10495~~	11351 ~~11020~~	11920 ~~11572~~

[6] A person promoting from Police Officer Recruit to Police Officer after one year of service 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.

Effective 7/28/2025 by the Third Amendment to FY26 Salary Resolution No. 2025-177; Supersedes Original.

EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective December 29, 2025 (if met FY26 1% contingency)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6760	7097	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7451	7825	8217	8629	9061	9515	9990
Police Sergeant	415004	12	8144	8553	8981	9430	9905	10399	10919	11465	12040

[6] A person promoting from Police Officer Recruit to Police Officer after one year of service 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.

Effective 12/29/2025 if met FY26 1% contingency by the Third Amendment to FY26 Salary Resolution No. 2025-177.

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F	G	H	I
Police Officer Recruit	415001	12	6828	7168	–	–	–	–	–	–	–
Police Officer	415002[6]	12[6]	–	–	7526	7904	8300	8716	9152	9611	10090
Police Sergeant	415004	12	8226	8639	9071	9525	10005	10503	11029	11580	12161

EXHIBIT 4
Unit 4 - Non-Management Police (FPOA), effective June 15, 2026 (if met FY26 1% contingency)

[6] A person promoting from Police Officer Recruit to Police Officer after one year of service 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.

Effective 6/15/2026 if met FY26 1% contingency by the Third Amendment to FY26 Salary Resolution No. 2025-177.