

**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	7026	–	–	–	–	–	–	–
Police Officer	415002 <sup>6</sup>	12 <sup>6</sup>	–	–	7377	7747	8135	8543	8971	9420	9891
Police Sergeant	415004	12	8063	8468	8892	9336	9806	10296	10810	11351	11920

<sup>6</sup> 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 <sup>6</sup>	12 <sup>6</sup>	–	–	7451	7825	8217	8629	9061	9515	9990
Police Sergeant	415004	12	8144	8553	8981	9430	9905	10399	10919	11465	12040

<sup>6</sup> 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.*

**EXHIBIT 4**

**Unit 4 - Non-Management Police (FPOA), effective June 15, 2026 (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	6828	7168	–	–	–	–	–	–	–
Police Officer	415002 <sup>6</sup>	12 <sup>6</sup>	–	–	7526	7904	8300	8716	9152	9611	10090
Police Sergeant	415004	12	8226	8639	9071	9525	10005	10503	11029	11580	12161

<sup>6</sup> 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.*