



CITY COUNCIL
Special Called Meeting Agenda
FY26 Budget - Public Hearing 2

September 25, 2025
5:30 PM
6738 Dixon Street
Milton, FL 32570

- 1. Open Meeting**
- 2. Invocation & Pledge of Allegiance**
Pastor Raul Robles
Liberty Church Milton
- 3. Persons to Appear**
- 4. FY26 Budget - Public Hearing 2**
Item # 2025-3612
Resolution 2025-24 Capital Improvements Plan FY2026
Item # 2025-3613
Resolution 2025-25 Final Millage Rate FY2026
Item # 2025-3614
Resolution 2025-26 Final Budget FY2026
Item # 2025-3616
Ordinance 10-25 FY2026 Budget (2nd Reading)
Item # 2025-3617
Ordinance 11-25 FY2026 Pay Table/Position Schedules (2nd Reading)
- 5. Public Input**
- 6. Adjournment**

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise the City at least 48 hours before the meeting by contacting City Hall, 6738 Dixon Street, Milton, or by calling 983-5410.

"If any person decides to appeal any decision made by the board, agency, or commission, with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based." FS 286.0105



Agenda Item # 2025-3612

Resolution 2025-24 Capital Improvements Plan FY2026

MEETING DATE

September 25, 2025

PREPARED BY

Laura McDill, Budget
Coordinator

BACKGROUND

Section 163.3177, Florida Statutes, requires local governments, except where specifically exempted, to review on an annual basis and modify as necessary the Capital Improvements Plan in order to maintain a financially feasible Capital Improvements Plan

SUMMARY

FY2026 Capital Improvements Plan for the General and Proprietary Funds

RECOMMENDATION

Adopt the FY2026 Capital Improvements Plan

ATTACHMENTS

1. Resolution 2025-24 Capital Improvements Plan FY2026

RESOLUTION NO. 2025-24

**A RESOLUTION OF THE CITY OF MILTON OF SANTA ROSA COUNTY, FLORIDA,
ADOPTING THE CAPITAL IMPROVEMENTS PLAN FOR CITY OF MILTON FOR FISCAL YEAR 2026;
PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, Section 163.3177, Florida Statutes, requires local governments, except where specifically exempted, to review on an annual basis and modify as necessary the Capital improvements Plan in order to maintain a financially feasible Capital Improvements Plan; and

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 25, 2025, adopted Fiscal Year Capital Improvements Plan following a public hearing as Required by Florida Statute 166.041;

WHEREAS, the City of Milton of Santa Rosa County, Florida, held a public hearing as required by Florida Statute 166.041; and

WHEREAS, the city of Milton Capital Improvements Plan is consistent with all state and county requirements;

NOW, THEREFORE, BE IT RESOLVED by the City of Milton of Santa Rosa County, Florida that:

Section 1: The FY2026 Capital Improvements Plan is set forth in Exhibits “A” and “B” attached hereto and by this reference made a part hereof.

Section 2: If any clause, section or other part of this Resolution shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this resolution shall not be affected thereby, but shall remain in full force and effect.

Section 3: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this _____ **Day of** _____, **2025.**
Time Adopted _____ **PM**

ATTESTED:

Molly Turnes, City Clerk

City of Milton
Heather Lindsay, Mayor

Capital Improvement Projects/Purchases (≥ \$25,000)
FY2026 Government Funds

Exhibit A

Project/Purchase	Dept.	Fund	Location	2026 - Fund Revenue(s)	2026 - Grants	2026 CRA Budget (TIF)	2026	Project Total	2027	2028	2029	2030
							Transfer In from General					
CDBG Broad/O'kaloosa/Quinn Street - Project # 2307A	Roads & Streets	301	City-Wide	50,000	582,950			632,950				
Riverwalk Park Improvement / Boardwalk Extension - Project 2308A	Parks	301	Ward 1		1,000,000			1,000,000				
Community Center Expansion Engineer -- Project # 2311A	Parks	301	Ward 3		500,000			500,000				
Fire Training Facility - Project # 16002A	Fire	301	Ward 4	45,000				45,000	100,000	100,000	100,000	100,000
Russell Harbor Park Dock Replacement -- Project 2106A	Parks	301	Ward 1	87,500	612,500			700,000				
Police Vehicles	Police	301	City-Wide	80,000				80,000	160,000	160,000	160,000	160,000
Street & Sidewalks Improvements	Roads & Streets	302	City-Wide	226,332				226,332	225,000	225,000	240,000	240,000
Street Paving	Roads & Streets	301	City-Wide	147,423			102,577	250,000	315,000	315,000	330,000	330,000
Riverwalk Handrail Decking Replacement	Parks	301	Ward 1				100,000	100,000	100,000			
Police Department - Interior Building Renovations	Law Enf	301	Ward 4				40,000	40,000				
Replace Fire Station Lighting to LED's and Ceiling Fans	Fire	301	Ward 2				55,000	55,000				
CRA 2 Sidewalks - Quinn St to Marina	CRA II	112				47,250		47,250				
Downtown Project Expenses / Replace North Riverwalk Gazebo	CRA I	111	Ward 1			30,000		30,000	65,000	65,000	70,000	70,000
Land Acquisition	CRA I	111	Ward 1			150,000		150,000				
				636,255	2,695,450	227,250	297,577		965,000	865,000	900,000	900,000
Estimated Fund Revenue for both 301 & 302 (no grants, before transfer in)				643,546	Current FY2026 Project Totals:			3,856,532				

[illegible]

CITY OF MILTON - Proprietary Funds
Capital Improvement Projects/Purchases (≥ \$25,000)

FY2026

Exhibit A

Project/Purchase	Debt	Fund	FY26 Fund Revenue	FY26 Grant Funding	FY26 Debt Financin	FY26 Reserve	FY26	2027	2028	2029	2030
Gas Pipe Line Iron/Steel Replacement - Project 2303A	Gas	402		7,480,000			7,480,000	1,220,000			
Replace existing storage tank with 100 gal tank-CNG, 4 tank upgrades and update compressors. Roll what is left into next year. - Project 2304A	Gas	402	200,000				200,000				
New Gate Station for Whiting Aviation Park	Gas	402	100,000				100,000				
Vehicle(s) for New Gas Maintenance Crew	Gas	402				99,000	99,000				
trailer)	Gas	402				266,000	266,000				
Water Well Repairs (Annual Capital - Varies which site each year)	WWTP	403	118,200				118,200	80,000	80,000	80,000	80,000
WWTP Improvements - Existing plant	WWTP	403	95,000				95,000	95,000	100,000	100,000	110,000
Infrastructure Improvements (System improvements / Annual Capital)	Water Svcs	403	100,000				100,000	125,000	125,000	125,000	125,000
Lift station Improvements (Annual Capital - Varies which site each year)	Water Svcs	403	250,000				250,000	150,000	150,000	200,000	200,000
Other water improvements (Annual Capital)	Water Svcs	403	30,000				30,000	30,000	35,000	35,000	35,000
Berryhill Well Replacement	Water Svcs	403	200,000				200,000				
Capital - Machinery & Equipment (Replace worn out 2010 Excavator)	Water Svcs	403	125,000				125,000				
Utilities Training Center (in building improvements acct) Project 2305A	Water Svcs	403		500,000			500,000				
Dredge Locklin Lake - Phase 3 - Project # 22013A	Stormwater	407		878,373			878,373				
Other Project / Russell Harbor Erosion Control Project # 2309A	Stormwater	407		149,325		149,325	298,650				
Richards on Street Expansion (Pond Improvements) - Project # 2306A	Stormwater	407		1,578,403			1,578,403				
Marina Renovations (Marina Other acct) - Project 2504A	Marina	408		250,000			250,000				
Lift station Improvements (Sundial) (Annual)	Sundial	409	44,000		9,614,946	1,385,054	44,000	44,000	50,000	50,000	50,000
Sundial WWTP Expansion - Project 22012A	Sundial	409					11,000,000				
			1,262,200	10,836,101	9,614,946	1,899,379	23,612,626	1,744,000	540,000	590,000	600,000

Future Years:

Vehicles (Sanitation) - (Annual Capital to save for truck replacement)	Sanitation	404						100,000	100,000	100,000	100,000
Infrastructure Improvements/Locklin Lake - Shore Stabilization	Stormwater	407							250,000		
Roeville Elevated Water Tank	Water Svcs	403						500,000			
Effluent Disposal System	WWTP	403						23,900,000			
								26,244,000	890,000	690,000	700,000

FY2025 Capital Projects

Detailed Descriptions

Government Funds

<u>CDBG Broad Street</u>	\$	632,950
Broad Street Improvement		
<u>Riverwalk Park Improvement (Boardwalk Extension)</u>	\$	1,000,000
Expansion of the Riverwalk through State Appropriation		
<u>Community Center Expansion Engineer</u>	\$	500,000
Engineering plans for the Community Center expansion		
<u>Fire Training Facility</u>	\$	45,000
Funds toward construction of a training facility for the City of Milton Fire Department as well as for other city departments.		
<u>Russell Harbor Park Dock Replacement</u>	\$	700,000
Replace dock at Russell Harbor due to damage		
<u>Police Vehicle</u>	\$	80,000
A police vehicle to replace worn vehicles in the city fleet.		
<u>Streets & Sidewalks</u>	\$	226,332
Streets & Sidewalks repairs in City of Milton as per the priority list.		
<u>Street Paving</u>	\$	250,000
Street Paving for streets in City of Milton as per the priority list.		
<u>Riverwalk Handrail Decking Replacement</u>	\$	100,000
Replace the handrails on the Riverwalk Deck		
<u>Police Department - Interior Building Renovations</u>	\$	40,000
Renovations in the PD Building		
<u>Fire Dept. Replace Lighting to LED's and Install Ceiling Fans</u>	\$	55,000
Replace existing light fixtures in the bay with LED's and install large fans		
<u>CRA II Sidewalks - from Quinn St. to Marina</u>	\$	47,250
Create sidewalk from Quinn St. to the Marina in CRA II		
<u>North Riverwalk Gazebo Replacement</u>	\$	30,000
Replace the gazebo located at North Riverwalk		
<u>Land Acquisition in CRA I</u>	\$	150,000
Purchase land in CRA I Downtown		
Government Funds CIP Plans		\$3,856,532.00

Proprietary Funds

<u>Gas Line Iron/Steel Replacement (Project 2303A)</u>	\$	7,480,000
Replacement of worn gas lines throughout city, funded by Federal Grant		
<u>Replace CNG tank (Project 2304A)</u>	\$	200,000
Replace existing storage tank with 100 gallon tank - CNG; 4 tank upgrades and update compressors		
<u>New Gate Station for Whiting Aviation Park</u>	\$	100,000
New Gate Station for Whiting Aviation Park		
<u>Vehicle(s) for New Gas Maintenance Crew</u>	\$	99,000
Gas Department is adding 3 positions for new maintenance Crew, vehicle(s) will be necessary		
<u>Equipment for New Gas Maintenance Crew</u>	\$	266,000
Gas Department is adding 3 positions for new maintenance Crew, trailer and other equipment is necessary		
<u>Water well repairs</u>	\$	118,200
Water well repairs		
<u>WWTP Improvement & Upgrades</u>	\$	95,000
Improvement of items in the existing Wastewater Treatment Plant		
<u>Infrastructure Improvements (System improvements)</u>	\$	100,000
Water services infrastructure improvements (department requested)		
<u>Lift Station Improvements</u>	\$	250,000
Lift Station Improvements for Water/Wastewater		
<u>Other Water Improvements</u>	\$	30,000
Annual other water improvements		
<u>Berryhill Well Replacement</u>	\$	200,000
Replace the well on Berryhill		
<u>Machinery & Equipment - Capital - Water Department</u>	\$	125,000
Replce worn out 2010 Excavator		
<u>Utilities Training Center (Project 2305A)</u>	\$	500,000
Utilities Training Center to be located at the Utility Building that is funded through State Appropriation		
<u>Locklin Lake - Dredge - Phase 3 (Project 22013A)</u>	\$	878,373
Locklin Lake Project for stormwater funded through State Appropriation		
<u>Russell Harber Erosion Control (Project 2309A)</u>	\$	298,650
Erosion Control Project 50/50 split between City and Grant. (Expires 03/31/2026)		
<u>Richardson Street Expansion (Project 2306A)</u>	\$	1,578,403
Stormwater Project for Richardson Street funded through HMGP Grant		
<u>Marina Renovations (Project 2504A)</u>	\$	250,000
State appropriation from State Dept of Commerce		
<u>Lift Station Improvements - Sundial</u>	\$	44,000
Lift Station improvements for Wastewater - Sundial plant		
<u>Sundial WWTP Expansion (Project 22012A)</u>	\$	11,000,000
FY26 Debt Financing for majority		

Proprietary Funds CIP Projects **\$23,612,626.00**

All CIP Projects Total **\$27,469,158**



Agenda Item # 2025-3613

Resolution 2025-25 Final Millage Rate FY2026

MEETING DATE

September 25, 2025

PREPARED BY

Laura McDill, Budget
Coordinator

BACKGROUND

Florida Statute 200.065 requires two public hearings to adopt the millage rate for a taxing authority.

SUMMARY

Resolution 2025-25 Final Millage Rate for FY2026

RECOMMENDATION

Adopt Resolution 2025-25 Final Millage Rate as presented

ATTACHMENTS

1. Resolution 2025-25 Final Millage Rate FY2026

RESOLUTION NO. 2025-25

**A RESOLUTION OF THE CITY OF MILTON OF
SANTA ROSA COUNTY, FLORIDA, ADOPTING THE FINAL LEVYING OF
AD VALOREM TAXES FOR CITY OF MILTON FOR FISCAL YEAR 2026;
PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 11, 2025, adopted Fiscal Year Tentative Millage Rates following a public hearing as required by Florida Statute 200.065;

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 25, 2025, adopted Fiscal Year Final Millage Rates following a public hearing as required by Florida Statute 200.065;

WHEREAS, the City of Milton of Santa Rosa County, Florida, held a public hearing as required by Florida Statute 200.065; and

WHEREAS, the gross taxable value for operating purposes not exempt from taxation within Santa Rosa County has been certified by the County Property Appraiser to the City of Milton as \$643,306,174.

NOW, THEREFORE, BE IT RESOLVED by the City of Milton of Santa Rosa County, Florida that:

Section 1: The FY2026 operating millage rate is 4.118 mills, which is more than the rolled-back rate of 2.7868 mills by 47.77%.

Section 2: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this _____ Day of _____, 2025.

Time Adopted _____ PM

City of Milton, FL

ATTESTED:

Molly Turnes, City Clerk

Heather Lindsay, Mayor



Agenda Item # 2025-3614

Resolution 2025-26 Final Budget FY2026

MEETING DATE

September 25, 2025

PREPARED BY

Laura McDill, Budget
Coordinator

BACKGROUND

Florida Statute 200.065 requires two public hearings to adopt the fiscal year's budget.

SUMMARY

Resolution 2025-26 Final Budget of \$62,273,573

RECOMMENDATION

Adopt the FY2026 Budget as presented.

ATTACHMENTS

1. Resolution 2025-26 Final Budget FY2026

RESOLUTION NO. 2025-26
A RESOLUTION OF THE CITY OF MILTON OF
SANTA ROSA COUNTY, FLORIDA, ADOPTING THE FINAL
BUDGET FOR FISCAL YEAR 2026; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Milton of Santa Rosa County, Florida, on September 11, 2025 AND September 25, 2025, held public hearings as required by Florida Statute 200.065; and

WHEREAS, the City of Milton of Santa Rosa County, Florida, set forth the appropriations and revenue estimate for the Budget for Fiscal Year 2026 in the amount of \$62,273,573.

ESTIMATED REVENUES	GENERAL FUND	CRA I,II,III FUNDS	DEBT SERVICE	CAPITAL PROJECTS FUNDS	NATURAL GAS FUND	WATER/ SEWER FUND	SANITATION FUND	OTHER FUNDS	TOTAL ALL FUNDS
Taxes: Millage per \$1000									
Ad Valorem 4.1180	2,516,678								2,516,678
Local Gov 1/2 Cent Sales Tax				405,323					405,323
Local Option Gas Tax	330,422			226,032					556,454
Electricity Taxes	834,477								834,477
Communication Service Tax	980,308								980,308
Business Taxes	140,157								140,157
Permits, Fees:									0
Electric Franchise Fees	784,337								784,337
Other licenses & Fees	58,858								58,858
Fire Assessments	247,568								247,568
Intergovernmental Revenue	1,371,782	166,658		2,695,450	7,480,000	500,000			12,213,890
Charges for Services	4,596,034	6,000			5,829,107	10,830,341	1,832,782		23,094,264
Fines and Forfeitures	14,800								14,800
Miscellaneous Revenue	365,930			4,900	73,750	245,000	1,500		691,080
Other Funds:									
Stormwater Fund								2,984,676	2,984,676
Marina Fund								291,073	291,073
Sundial Fund								11,728,942	11,728,942
TOTAL SOURCES	12,241,351	172,658	-	3,331,705	13,382,857	11,575,341	1,834,282	15,004,691	57,542,885
Transfers In	3,856,892			297,577					4,154,469
Fund Balances/Reserves/Net Assets		211,219			365,000				576,219
TOTAL REVENUES, TRANSFERS	\$16,098,243	\$383,877	\$0	\$3,629,282	\$13,747,857	\$11,575,341	\$1,834,282	\$15,004,691	\$62,273,573
EXPENDITURES / EXPENSES									
General Government	5,818,633								5,818,633
Public Safety	6,347,692			220,000					6,567,692
Physical Environment					13,327,273	8,139,033	1,834,282		23,300,588
Transportation	1,723,429			1,109,282					2,832,711
Economic Environment		317,250							317,250
Culture / Recreation	1,910,912			2,300,000					4,210,912
Debt Service									0
Other Funds:									
Stormwater Fund								2,984,676	2,984,676
Marina Fund								291,073	291,073
Sundial Fund								11,728,942	11,728,942
TOTAL EXPENDITURES / EXHIBITS	15,800,666	317,250	0	3,629,282	13,327,273	8,139,033	1,834,282	15,004,691	58,052,477
Transfers Out	297,577				420,584	3,436,308			4,154,469
Fund Balances/Reserves/Net Assets		66,627							66,627
TOTAL APPROPRIATED EXPENDITURES	\$16,098,243	\$383,877	\$0	\$3,629,282	\$13,747,857	\$11,575,341	\$1,834,282	\$15,004,691	\$62,273,573
The tentative, adopted, and / or final budgets are on file in the office of the above referenced taxing authority as a public record.									

NOW, THEREFORE, BE IT RESOLVED by the City of Milton of Santa Rosa County, Florida that:

Section 1: The Fiscal Year 2026 Final Budget be adopted.

Section 2: This Resolution will take effect immediately upon its adoption.

DULY ADOPTED this _____ Day of _____, 2025.
Time Adopted _____ PM

ATTEST:

Molly Turnes, City Clerk

Heather Lindsay, Mayor



Agenda Item # 2025-3616

Ordinance 10-25 FY2026 Budget (2nd Reading)

MEETING DATE

September 25, 2025

PREPARED BY

Laura McDill, Budget
Coordinator

BACKGROUND

SUMMARY

This Ordinance establishes the Final Budget for the City of Milton for Fiscal Year 2026 - 2nd Read

RECOMMENDATION

ATTACHMENTS

1. Ordinance 10-25 Budget 2nd Read

ORDINANCE NO. 10-25
AN ORDINANCE ESTABLISHING A BUDGET
PROVIDING FOR THE PAYMENT OF THE EXPENSES OF ALL DEPARTMENTS
AND FUNCTIONS OF THE CITY GOVERNMENT OF THE CITY OF MILTON, FLORIDA
FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2026.

REVENUES:	GENERAL Fund	GAS Fund	WATER/SEWER Fund	SANITATION Fund	OTHER Funds	Totals
GENERAL FUND						
Ad Valorem Taxes (4.118)	\$ 2,516,678				\$	2,516,678
Local Option Fuel Tax (.06)	\$ 330,422				\$	330,422
Electricity Taxes	\$ 834,477				\$	834,477
Communication Service Tax	\$ 980,308				\$	980,308
Business Taxes	\$ 140,157				\$	140,157
Electricity Franchise Fees	\$ 784,337				\$	784,337
Other licenses & Fees	\$ 58,858				\$	58,858
Fire Assessment	\$ 247,568				\$	247,568
Intergovernmental	\$ 1,371,782				\$	1,371,782
Charges for Services	\$ 4,596,034				\$	4,596,034
Fines and Forfeits	\$ 14,800				\$	14,800
Miscellaneous	\$ 365,930				\$	365,930
Transfers In	\$ 3,856,892				\$	3,856,892
Funds Forward	\$ -				\$	-
CRA FUNDS I, II, & III						
Intergovernmental				\$ 166,658	\$	166,658
Charges for Services				\$ 6,000	\$	6,000
Miscellaneous				\$ -	\$	-
Funds Forward/Transfer In				\$ 211,219	\$	211,219
DEBT SERVICE FUND						
Funds Forward/Transfer In				\$ -	\$	-
CAPITAL PROJECTS FUNDS						
State and Federal Grants				\$ 2,695,450	\$	2,695,450
Local Gov 1/2 Cent Sales Tax				\$ 405,323	\$	405,323
Local Option Fuel Tax (.05)				\$ 226,032	\$	226,032
Intergovernmental Revenue				\$ -	\$	-
Misc. Revenue				\$ 4,900	\$	4,900
Funds Forward/Transfer In				\$ 297,577	\$	297,577
NATURAL GAS FUND						
Intergovernmental	\$ 7,480,000				\$	7,480,000
Charges for Services	\$ 5,829,107				\$	5,829,107
Miscellaneous	\$ 73,750				\$	73,750
Funds Forward/Transfer In	\$ 365,000				\$	365,000
WATER /SEWER FUND						
Intergovernmental		\$ -			\$	-
Charges for Services		\$ 10,830,341			\$	10,830,341
Miscellaneous		\$ 245,000			\$	245,000
State and Federal Grants		\$ 500,000			\$	500,000
Funds Forward/Transfer In					\$	-
SANITATION FUND						
Charges for Services			\$ 1,832,782		\$	1,832,782
Miscellaneous			\$ 1,500		\$	1,500
Funds Forward/Transfer In			\$ -		\$	-
STORMWATER FUND						
Intergovernmental				\$ 2,606,101	\$	2,606,101
Charges for Services				\$ 229,000	\$	229,000
Miscellaneous				\$ 250	\$	250
Funds Forward/Transfer In				\$ 149,325	\$	149,325
MARINA FUND						
Intergovernmental				\$ 250,000	\$	250,000
Miscellaneous				\$ 41,073	\$	41,073
Funds Forward/Transfer In				\$ -	\$	-
SUNDIAL FUND						
Charges for Services				\$ 678,942	\$	678,942
Miscellaneous				\$ 50,000	\$	50,000
Funds Forward/Transfer In				\$ 11,000,000	\$	11,000,000
TOTAL REVENUE	\$ 16,098,243	\$ 13,747,857	\$ 11,575,341	\$ 1,834,282	\$ 19,017,850	\$ 62,273,573
TOTAL REVENUE ALL FUNDS: \$62,273,573						

of 3

<u>EXPENDITURES / EXPENSES:</u>	Personal Services		Operating Expenditures		Capital Outlay		Grants In Aid		Debt Svc & Non Operating		Totals
GENERAL FUND											
Legislative	\$	182,694	\$	17,249	\$		35,000		\$		234,943
Admin (CM, Adm, Purch, PW, Ec Dev)	\$	1,810,826	\$	62,525	\$		20,000		\$		1,893,351
Non Departmental	\$	-	\$	1,023,826	\$	-	22,500	\$	1,719	\$	1,048,045
Planning & Development	\$	635,648	\$	117,029	\$	-			\$		752,677
Finance	\$	618,743	\$	108,771					\$		727,514
Facilities Maintenance	\$	130,919	\$	160,769	\$	-			\$		291,688
Law Enforcement	\$	3,067,477	\$	293,158	\$	-			\$		3,360,635
Fire Control	\$	2,835,499	\$	151,558				\$	-	\$	2,987,057
Information Technology	\$	261,068	\$	434,890	\$	25,000			\$		720,958
City Clerk	\$	143,819	\$	5,639					\$		149,458
Road & Street	\$	1,011,501	\$	705,927	\$	6,000			\$		1,723,428
Parks & Recreation	\$	601,529	\$	393,508	\$	12,000			\$		1,007,037
Landscape Maintenance	\$	645,990	\$	257,885	\$	-			\$		903,875
Transfers Out					\$	297,577			\$		297,577
Reserves/Contingency								\$	-	\$	-
Total General Fund:	\$	11,945,713	\$	3,732,734	\$	340,577	\$	77,500	\$	1,719	16,098,243
CRA FUNDS I, II, & III											
Expenditures		\$	40,000	\$	227,250	\$	50,000		\$		317,250
Transfers Out					\$	-	\$	-	\$		-
Reserves/Contingency							\$	66,627	\$		66,627
Total CRA Funds I, II, & III:	\$	-	\$	40,000	\$	227,250	\$	50,000	\$	66,627	383,877
DEBT SERVICE FUND											
Debt Service Expenditures							\$	-	\$		-
Total Debt Service Fund:	\$	-	\$	-	\$	-	\$	-	\$	-	-
CAPITAL PROJECTS FUNDS											
Capital Projects Expenditures			\$	3,629,282				\$			3,629,282
Reserves/Contingency			\$	-			\$	-	\$		-
Transfers Out			\$	-			\$	-	\$		-
Total Capital Proj Funds:	\$	-	\$	-	\$	3,629,282	\$	-	\$	-	3,629,282
GAS FUND											
Gas Expenses	\$	1,106,476	\$	3,997,837	\$	8,145,000	\$	-	\$		13,249,313
Marketing Expenses	\$	-	\$	77,960					\$		77,960
Transfer to General Fund							\$	420,584	\$		420,584
Reserves/Contingency									\$		-
Total Gas Fund:	\$	1,106,476	\$	4,075,797	\$	8,145,000	\$	-	\$	420,584	13,747,857
WATER/SEWER FUND											
WWTP Expenses	\$	911,939	\$	2,407,015	\$	213,200	\$	-	\$		3,532,154
Water/Sewer Expenses	\$	1,537,141	\$	1,864,738	\$	1,205,000	\$	-	\$		4,606,879
Transfer to General Fund							\$	3,436,308	\$		3,436,308
Reserves/Contingency									\$		-
Total Water/Sewer Fund:	\$	2,449,080	\$	4,271,753	\$	1,418,200	\$	-	\$	3,436,308	11,575,341
SANITATION FUND											
Expenses	\$	658,446	\$	1,175,836	\$	-	\$	-	\$		1,834,282
Reserves/Contingency							\$	-	\$		-
Total Sanitation Fund:	\$	658,446	\$	1,175,836	\$	-	\$	-	\$	-	1,834,282
STORMWATER FUND											
Expenses		\$	229,250	\$	2,755,426		\$	-	\$		2,984,676
Reserves/Contingency							\$	-	\$		-
Total Stormwater Fund	\$	-	\$	229,250	\$	2,755,426	\$	-	\$	-	2,984,676
MARINA FUND											
Expenses		\$	41,073	\$	250,000				\$		291,073
Reserves/Contingency							\$	-	\$		-
Total Marina Fund:	\$	-	\$	41,073	\$	250,000	\$	-	\$	-	291,073
SUNDIAL FUND											
Expenses		\$	461,683	\$	11,051,000		\$	216,259	\$		11,728,942
Reserves/Contingency							\$	-	\$		-
Total Sundial Fund:	\$	-	\$	461,683	\$	11,051,000	\$	-	\$	216,259	11,728,942
TOTAL ALL FUNDS	\$	16,159,715	\$	14,028,126	\$	27,816,735	\$	127,500	\$	4,141,497	62,273,573
Note: Total Transfers to General Fund (from Gas & Water/Sewer) = \$ 3,856,892											

Section 1: This budget shall be administered in compliance with the City Charter, City Ordinances, State Laws and Regulations, and generally accepted accounting procedures.

Section 2: All ordinances or parts of ordinance in conflict herewith are hereby repealed.

Section 3: This ordinance shall take effect upon passage by the Milton City Council and shall become effective for the period beginning on October 1, 2025.

PASSED AND ADOPTED by the City Council of the City of Milton, Florida, on the _____ day of _____, 2025.

MILTON CITY COUNCIL:

BY: _____
Heather Lindsay, Mayor

ATTEST:

Molly Turnes, City Clerk

DATE OF FIRST READING: _____

DATE OF PUBLICATION: _____

DATE OF SECOND READING: _____

DATE OF PASSAGE: _____



Agenda Item # 2025-3617

Ordinance 11-25 FY2026 Pay Table/Position Schedules (2nd Reading)

MEETING DATE

September 25, 2025

PREPARED BY

Laura McDill, Budget
Coordinator

BACKGROUND

SUMMARY

By Ordinance, each year, Pay Table/Position Schedules are updated.

RECOMMENDATION

To adopt Ordinance 11-25 FY2026 Pay Tables/Position Schedules

ATTACHMENTS

1. Ordinance 11-25 Pay Table Position Schedule FY26
2. Contract FY26 Pay Table
3. General FY26 Pay Table
4. Fire FY26 Pay Table
5. Police FY26 Pay Table

ORDINANCE NO. 11-25

**AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE
CITY OF MILTON; AMENDING THE CLASSIFIED SALARY PAY TABLE
OF THE CITY OF MILTON; ADOPTING A NEW PAY RANGE SCHEDULE;
AND PROVIDING FOR AN EFFECTIVE DATE.**

BE IT ENACTED by the City Council of the City of Milton, Florida:

SECTION 1. The attached Salary Pay Table and Position Pay Range Schedule are hereby adopted. Prior tables and schedules are hereby cancelled. The tables and schedules shall remain on file in the City Clerk's office as required by Section 38-1 of the Milton Code of Ordinances.

SECTION 2. All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 3. Should any portion of this ordinance be declared invalid or unconstitutional, the remaining portions shall remain unaffected.

SECTION 4. This ordinance shall be effective for pay purposes on the first full payroll in October 2025.

CITY OF MILTON, FLORIDA

ATTEST:

MOLLY TURNES, CITY CLERK

HEATHER LINDSAY, MAYOR

1ST Reading: _____

Date of Publication: _____

2nd Reading: _____

Legal in form and valid when signed by City
Attorney.

JOHN ADAMS, CITY ATTORNEY

CONTRACT EMPLOYEE PAY TABLE - FY26 - EFFECTIVE OCTOBER 1, 2025

Contract 53

Police Chief		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
	<u>C53/01</u>	<u>C53/02</u>	<u>C53/03</u>	<u>C53/04</u>	<u>C53/05</u>	<u>C53/06</u>	<u>C53/07</u>	<u>C53/08</u>	<u>C53/09</u>
hrly	49.06	50.41	51.76	53.11	54.45	55.80	57.15	58.50	54.45
bi-wkly	3925.20	4032.99	4140.77	4248.56	4356.34	4464.13	4571.91	4679.70	4356.34
annual	102055.19	104857.61	107660.04	110462.46	113264.89	116067.31	118869.73	121672.16	124474.58

Contract 55

Asst. Plnr/Mit.		2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%
	<u>C55/01</u>	<u>C55/02</u>	<u>C55/03</u>	<u>C55/04</u>	<u>C55/05</u>	<u>C55/06</u>	<u>C55/07</u>	<u>C55/08</u>	<u>C55/09</u>
hrly	23.19	23.69	24.19	24.70	25.20	25.70	26.21	26.71	25.20
bi-wkly	1854.81	1895.12	1935.43	1975.73	2016.04	2056.35	2096.66	2136.97	2016.04
annual	48225.00	49273.04	50321.07	51369.11	52417.14	53465.18	54513.21	55561.25	56609.28

Contract 56

Current Plnr		3.3%	3.2%	3.1%	3.0%	2.9%	2.8%	2.7%	2.7%
	<u>C56/01</u>	<u>C56/02</u>	<u>C56/03</u>	<u>C56/04</u>	<u>C56/05</u>	<u>C56/06</u>	<u>C56/07</u>	<u>C56/08</u>	<u>C56/09</u>
hrly	25.81	26.65	27.50	28.35	29.19	30.04	30.89	31.73	29.19
bi-wkly	2064.46	2132.21	2199.95	2267.70	2335.45	2403.19	2470.94	2538.69	2335.45
annual	53676.00	55437.41	57198.81	58960.22	60721.62	62483.03	64244.43	66005.84	67767.25

Contract 57

Chief Financial Accountant		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	<u>C57/01</u>	<u>C57/02</u>	<u>C57/03</u>	<u>C57/04</u>	<u>C57/05</u>	<u>C57/06</u>	<u>C57/07</u>	<u>C57/08</u>	<u>C57/09</u>
hrly	46.63	47.90	49.18	50.45	51.72	53.00	54.27	55.55	51.72
bi-wkly	3730.38	3832.28	3934.18	4036.08	4137.98	4239.89	4341.79	4443.69	4137.98
annual	96989.83	99639.27	102288.71	104938.15	107587.59	110237.03	112886.47	115535.91	118185.35

Contract 58

Planning Director		2.4%	2.4%	2.3%	2.3%	2.2%	2.2%	2.1%	2.1%
	<u>C58/01</u>	<u>C58/02</u>	<u>C58/03</u>	<u>C58/04</u>	<u>C58/05</u>	<u>C58/06</u>	<u>C58/07</u>	<u>C58/08</u>	<u>C58/09</u>
hrly	41.58	42.59	43.60	44.61	45.62	46.63	47.64	48.65	45.62
bi-wkly	3326.68	3407.46	3488.24	3569.02	3649.80	3730.57	3811.35	3892.13	3649.80
annual	86493.74	88593.98	90694.22	92794.46	94894.69	96994.93	99095.17	101195.41	103295.65

Contract 59

Budget Director		3%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	<u>C59/01</u>	<u>C59/02</u>	<u>C59/03</u>	<u>C59/04</u>	<u>C59/05</u>	<u>C59/06</u>	<u>C59/07</u>	<u>C59/08</u>	<u>C59/09</u>
hrly	35.41	36.37	37.34	38.30	39.27	40.24	41.20	42.17	43.13
bi-wkly	2832.49	2909.75	2987.02	3064.28	3141.55	3218.81	3296.07	3373.34	3450.60
annual	73644.74	75653.60	77662.46	79671.31	81680.17	83689.03	85697.89	87706.74	89715.60

Contract 60

Public Works Director		3%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	<u>C60/01</u>	<u>C60/02</u>	<u>C60/03</u>	<u>C60/04</u>	<u>C60/05</u>	<u>C60/06</u>	<u>C60/07</u>	<u>C60/08</u>	<u>C60/09</u>
hrly	50.90	52.29	53.68	55.07	56.46	57.85	59.24	60.63	62.02
bi-wkly	4071.64	4182.87	4294.11	4405.34	4516.57	4627.81	4739.04	4850.27	4961.50
annual	105862.68	108754.73	111646.78	114538.83	117430.88	120322.93	123214.98	126107.03	128999.08

Contract 63

PIO Marketing Director		2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%
	<u>C63/01</u>	<u>C63/02</u>	<u>C63/03</u>	<u>C63/04</u>	<u>C63/05</u>	<u>C63/06</u>	<u>C63/07</u>	<u>C63/08</u>	<u>C63/09</u>
hrly	36.53	37.32	38.11	38.90	39.69	40.48	41.27	42.06	42.85
bi-wkly	2922.55	2985.72	3048.88	3112.05	3175.22	3238.38	3301.55	3364.72	3427.88
annual	75986.25	77628.59	79270.94	80913.28	82555.63	84197.97	85840.31	87482.66	89125.00

Contract 65

Fire Chief		2.6%	2.5%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%
	<u>C65/01</u>	<u>C65/02</u>	<u>C65/03</u>	<u>C65/04</u>	<u>C65/05</u>	<u>C65/06</u>	<u>C65/07</u>	<u>C65/08</u>	<u>C65/09</u>
hrly	49.51	50.80	52.09	53.38	54.67	55.97	57.26	58.55	54.67
bi-wkly	3960.49	4063.87	4167.24	4270.61	4373.99	4477.36	4580.74	4684.11	4373.99
annual	102972.81	105660.53	108348.25	111035.98	113723.70	116411.42	119099.14	121786.86	124474.58

Contract 70

Utility Department Head		1.7%	1.7%	1.7%	1.6%	1.6%	1.6%	1.6%	1.5%
	<u>C70/01</u>	<u>C70/02</u>	<u>C70/03</u>	<u>C70/04</u>	<u>C70/05</u>	<u>C70/06</u>	<u>C70/07</u>	<u>C70/08</u>	<u>C70/09</u>
hrly	39.58	40.26	40.94	41.63	42.31	42.99	43.68	44.36	45.04
bi-wkly	3166.13	3220.77	3275.42	3330.07	3384.72	3439.37	3494.01	3548.66	3603.31
annual	82319.26	83740.12	85160.97	86581.82	88002.68	89423.53	90844.38	92265.24	93686.09

Contract 71

WWTP Director		1.9%	1.9%	1.9%	1.8%	1.8%	1.8%	1.7%	1.7%
	<u>C71/01</u>	<u>C71/02</u>	<u>C71/03</u>	<u>C71/04</u>	<u>C71/05</u>	<u>C71/06</u>	<u>C71/07</u>	<u>C71/08</u>	<u>C71/09</u>
hrly	39.58	40.34	41.10	41.86	42.62	43.38	44.14	44.90	45.66
bi-wkly	3166.13	3226.99	3287.85	3348.72	3409.58	3470.44	3531.31	3592.17	3653.04
annual	82319.26	83901.72	85484.18	87066.63	88649.09	90231.55	91814.00	93396.46	94978.92

Contract 72

Street/San Dept Head		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
	<u>C72/01</u>	<u>C72/02</u>	<u>C72/03</u>	<u>C72/04</u>	<u>C72/05</u>	<u>C72/06</u>	<u>C72/07</u>	<u>C72/08</u>	<u>C72/09</u>
hrly	39.21	40.29	41.36	42.43	43.51	44.58	45.65	46.73	47.80
bi-wkly	3137.19	3223.06	3308.93	3394.79	3480.66	3566.53	3652.39	3738.26	3824.13
annual	81567.00	83799.54	86032.08	88264.63	90497.17	92729.71	94962.25	97194.79	99427.34

Contract 76

Rec Activity Coord		3.4%	3.3%	3.2%	3.1%	3.0%	2.9%	2.8%	2.8%
	<u>C76/01</u>	<u>C76/02</u>	<u>C76/03</u>	<u>C76/04</u>	<u>C76/05</u>	<u>C76/06</u>	<u>C76/07</u>	<u>C76/08</u>	<u>C76/09</u>
hrly	20.65	21.35	22.06	22.76	23.47	24.18	24.88	25.59	26.30
bi-wkly	1651.62	1708.12	1764.62	1821.12	1877.62	1934.12	1990.62	2047.12	2103.62
annual	42942.00	44411.00	45880.00	47349.00	48818.00	50287.00	51756.00	53225.00	54694.00

Contract 77

Parks Director		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
	<u>C77/01</u>	<u>C77/02</u>	<u>C77/03</u>	<u>C77/04</u>	<u>C77/05</u>	<u>C77/06</u>	<u>C77/07</u>	<u>C77/08</u>	<u>C77/09</u>
hrly	38.57	39.63	40.68	41.73	42.79	43.84	44.90	45.95	47.00
bi-wkly	3085.89	3170.19	3254.49	3338.78	3423.08	3507.38	3591.68	3675.97	3760.27
annual	80233.20	82424.93	84616.65	86808.38	89000.10	91191.83	93383.55	95575.28	97767.00

Contract 79

Landscape Department Head		2.3%	2.3%	2.2%	2.2%	2.1%	2.1%	2.0%	2.0%
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	<u>C79/01</u>	<u>C79/02</u>	<u>C79/03</u>	<u>C79/04</u>	<u>C79/05</u>	<u>C79/06</u>	<u>C79/07</u>	<u>C79/08</u>	<u>C79/09</u>
hrly	33.29	34.06	34.83	35.59	36.36	37.13	37.89	38.66	39.43
bi-wkly	2663.42	2724.75	2786.09	2847.42	2908.76	2970.10	3031.43	3092.77	3154.10
annual	69248.84	70843.58	72438.31	74033.04	75627.77	77222.51	78817.24	80411.97	82006.70

Contract 81

Purchasing Agent		3%	2.5%	2.4%	2.3%	2.3%	2.2%	2.2%	2.1%
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	<u>C81/01</u>	<u>C81/02</u>	<u>C81/03</u>	<u>C81/04</u>	<u>C81/05</u>	<u>C81/06</u>	<u>C81/07</u>	<u>C81/08</u>	<u>C81/09</u>
hrly	35.41	36.30	37.19	38.08	38.97	39.86	40.75	41.64	42.53
bi-wkly	2832.49	2903.68	2974.87	3046.06	3117.25	3188.43	3259.62	3330.81	3402.00
annual	73644.74	75495.65	77346.56	79197.46	81048.37	82899.28	84750.19	86601.09	88452.00

Contract 84

Grants Manager		3.6%	3.5%	3.4%	3.2%	3.1%	3.1%	3.0%	2.9%
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	<u>C84/01</u>	<u>C84/02</u>	<u>C84/03</u>	<u>C84/04</u>	<u>C84/05</u>	<u>C84/06</u>	<u>C84/07</u>	<u>C84/08</u>	<u>C84/09</u>
hrly	35.98	37.27	38.57	39.86	41.16	42.45	43.75	45.05	46.34
bi-wkly	2878.20	2981.84	3085.48	3189.12	3292.75	3396.39	3500.03	3603.67	3707.31
annual	74833.20	77527.80	80222.40	82917.00	85611.60	88306.20	91000.80	93695.40	96390.00

Contract 85

IT Director		2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.2%	2.2%
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	<u>C85/01</u>	<u>C85/02</u>	<u>C85/03</u>	<u>C85/04</u>	<u>C85/05</u>	<u>C85/06</u>	<u>C85/07</u>	<u>C85/08</u>	<u>C85/09</u>
hrly	43.84	44.96	46.08	47.20	48.32	49.44	50.56	51.68	52.80
bi-wkly	3507.08	3596.69	3686.31	3775.92	3865.54	3955.16	4044.77	4134.39	4224.00
annual	91184.00	93514.01	95844.02	98174.02	100504.03	102834.04	105164.05	107494.06	109824.07

Contract 90

Human Resources Director		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
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	<u>C90/01</u>	<u>C90/02</u>	<u>C90/03</u>	<u>C90/04</u>	<u>C90/05</u>	<u>C90/06</u>	<u>C90/07</u>	<u>C90/08</u>	<u>C90/09</u>
hrly	38.57	39.63	40.69	41.75	42.81	43.87	44.93	45.99	47.05
bi-wkly	3085.89	3170.63	3255.37	3340.11	3424.85	3509.58	3594.32	3679.06	3763.80
annual	80233.20	82436.40	84639.60	86842.80	89046.00	91249.20	93452.40	95655.60	97858.80

Contract 91

Asst Cty Mgr		2.2%	2.1%	2.1%	2.0%	2.0%	2.0%	1.9%	1.9%
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	<u>C91/01</u>	<u>C91/02</u>	<u>C91/03</u>	<u>C91/04</u>	<u>C91/05</u>	<u>C91/06</u>	<u>C91/07</u>	<u>C91/08</u>	<u>C91/09</u>
hrly	50.87	51.97	53.08	54.18	55.29	56.40	57.50	58.61	59.71
bi-wkly	4069.23	4157.71	4246.19	4334.66	4423.14	4511.62	4600.10	4688.58	4777.05
annual	105800.00	108100.43	110400.85	112701.28	115001.70	117302.13	119602.55	121902.98	124203.40

Contract 92

Contract Coordinator		2.7%	2.6%	2.6%	2.5%	2.5%	2.4%	2.3%	2.3%
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	<u>C92/01</u>	<u>C92/02</u>	<u>C92/03</u>	<u>C92/04</u>	<u>C92/05</u>	<u>C92/06</u>	<u>C92/07</u>	<u>C92/08</u>	<u>C92/09</u>
hrly	23.00	23.63	24.25	24.88	25.50	26.13	26.75	27.38	28.00
bi-wkly	1840.00	1890.00	1940.00	1990.00	2040.00	2090.00	2140.00	2190.00	2240.00
annual	47840.00	49140.00	50440.00	51740.00	53040.00	54340.00	55640.00	56940.00	58240.00

Contract 93

Economic Development Director		2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
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	<u>C93/01</u>	<u>C93/02</u>	<u>C93/03</u>	<u>C93/04</u>	<u>C93/05</u>	<u>C93/06</u>	<u>C93/07</u>	<u>C93/08</u>	<u>C93/09</u>
hrly	38.57	39.63	40.69	41.75	42.81	43.87	44.93	45.99	47.05

	bi-wkly	3085.89	3170.63	3255.37	3340.11	3424.85	3509.58	3594.32	3679.06	3763.80
	annual	80233.20	82436.40	84639.60	86842.80	89046.00	91249.20	93452.40	95655.60	97858.80
Contract 94										
Events Coordinator			2.7%	2.7%	2.6%	2.5%	2.5%	2.4%	2.4%	2.3%
		<u>C94/01</u>	<u>C94/02</u>	<u>C94/03</u>	<u>C94/04</u>	<u>C94/05</u>	<u>C94/06</u>	<u>C94/07</u>	<u>C94/08</u>	<u>C94/09</u>
	hrly	31.77	32.64	33.51	34.38	35.26	36.13	37.00	37.87	38.75
	bi-wkly	2541.36	2611.14	2680.92	2750.70	2820.48	2890.26	2960.04	3029.82	3099.60
	annual	66075.43	67889.70	69703.97	71518.24	73332.52	75146.79	76961.06	78775.33	80589.60

GENERAL EMPLOYEE PAY TABLE - FY26 - EFFECTIVE OCTOBER 1 , 2025 (FY2025 includes 2.6% COLA)

2.6% Oct-26

	5.6%	4.3%	5.4%	4.7%	4.1%	4.1%	3.3%	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%
<u>G09/01</u>	<u>G09/02</u>	<u>G09/03</u>	<u>G09/04</u>	<u>G09/05</u>	<u>G09/06</u>	<u>G09/07</u>	<u>G09/08</u>	<u>G09/09</u>	<u>G09/10</u>	<u>G09/11</u>	<u>G09/12</u>	<u>G09/13</u>	<u>G09/14</u>	<u>G09/15</u>
15.00	15.84	16.52	17.42	18.23	18.97	19.75	20.40	21.08	21.78	22.39	23.15	23.91	24.83	25.74
1200.00	1267.06	1321.73	1393.28	1458.11	1517.28	1579.86	1632.17	1686.77	1742.52	1791.36	1851.70	1913.19	1986.05	2058.91
31200.00	32943.53	34365.11	36225.15	37910.76	39449.34	41076.44	42436.38	43856.07	45305.60	46575.27	48144.19	49742.85	51637.23	53531.61
	4.3%	5.4%	4.7%	4.1%	4.1%	3.3%	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%
<u>G10/01</u>	<u>G10/02</u>	<u>G10/03</u>	<u>G10/04</u>	<u>G10/05</u>	<u>G10/06</u>	<u>G10/07</u>	<u>G10/08</u>	<u>G10/09</u>	<u>G10/10</u>	<u>G10/11</u>	<u>G10/12</u>	<u>G10/13</u>	<u>G10/14</u>	<u>G10/15</u>
16.00	16.69	17.59	18.41	19.16	19.95	20.61	21.30	22.00	22.62	23.38	24.16	25.08	26.00	26.82
1280.00	1335.23	1407.51	1473.00	1532.78	1596.00	1648.84	1704.00	1760.32	1809.65	1870.61	1932.73	2006.33	2079.94	2145.49
33280.00	34716.10	36595.14	38297.96	39852.26	41495.97	42869.80	44303.99	45768.33	47050.97	48635.91	50250.90	52164.63	54078.36	55782.84
	4.7%	4.1%	4.1%	3.3%	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%
<u>G11/01</u>	<u>G11/02</u>	<u>G11/03</u>	<u>G11/04</u>	<u>G11/05</u>	<u>G11/06</u>	<u>G11/07</u>	<u>G11/08</u>	<u>G11/09</u>	<u>G11/10</u>	<u>G11/11</u>	<u>G11/12</u>	<u>G11/13</u>	<u>G11/14</u>	<u>G11/15</u>
17.00	17.79	18.51	19.28	19.91	20.58	21.26	21.86	22.59	23.34	24.23	25.12	25.91	26.91	27.91
1360.00	1423.28	1481.05	1542.13	1593.19	1646.49	1700.91	1748.57	1807.48	1867.49	1938.62	2009.74	2073.08	2153.03	2232.99
35360.00	37005.35	38507.19	40095.42	41422.88	42808.67	44223.58	45462.93	46994.38	48554.85	50403.99	52253.14	53900.08	55978.87	58057.66
	4.1%	4.1%	3.3%	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%
<u>G12/01</u>	<u>G12/02</u>	<u>G12/03</u>	<u>G12/04</u>	<u>G12/05</u>	<u>G12/06</u>	<u>G12/07</u>	<u>G12/08</u>	<u>G12/09</u>	<u>G12/10</u>	<u>G12/11</u>	<u>G12/12</u>	<u>G12/13</u>	<u>G12/14</u>	<u>G12/15</u>
18.00	18.73	19.50	20.15	20.82	21.51	22.11	22.86	23.62	24.52	25.42	26.22	27.23	28.24	29.27
1440.00	1498.44	1560.24	1611.90	1665.83	1720.89	1769.11	1828.71	1889.43	1961.39	2033.34	2097.43	2178.32	2259.22	2341.22
37440.00	38959.48	40566.37	41909.42	43311.49	44743.02	45996.92	47546.36	49125.16	50996.02	52866.88	54533.18	56636.38	58739.59	60871.75
	2.8%	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%
<u>G13/01</u>	<u>G13/02</u>	<u>G13/03</u>	<u>G13/04</u>	<u>G13/05</u>	<u>G13/06</u>	<u>G13/07</u>	<u>G13/08</u>	<u>G13/09</u>	<u>G13/10</u>	<u>G13/11</u>	<u>G13/12</u>	<u>G13/13</u>	<u>G13/14</u>	<u>G13/15</u>
19.00	19.53	20.19	20.85	21.44	22.16	22.89	23.77	24.64	25.42	26.40	27.38	28.37	29.36	30.49
1520.00	1562.56	1614.83	1668.21	1714.96	1772.73	1831.59	1901.35	1971.10	2033.23	2111.64	2190.06	2269.56	2349.05	2439.31
39520.00	40626.56	41985.70	43373.42	44588.94	46090.94	47621.42	49435.01	51248.61	52863.89	54902.72	56941.55	59008.45	61075.34	63422.16
	3.3%	3.3%	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%

<u>G14/01</u>	<u>G14/02</u>	<u>G14/03</u>	<u>G14/04</u>	<u>G14/05</u>	<u>G14/06</u>	<u>G14/07</u>	<u>G14/08</u>	<u>G14/09</u>	<u>G14/10</u>	<u>G14/11</u>	<u>G14/12</u>	<u>G14/13</u>	<u>G14/14</u>	<u>G14/15</u>
20.00	20.67	21.35	21.95	22.69	23.44	24.34	25.23	26.02	27.03	28.03	29.05	30.07	31.22	32.35
1600.00	1653.53	1708.18	1756.05	1815.20	1875.48	1946.90	2018.33	2081.94	2162.24	2242.53	2323.94	2405.34	2497.76	2587.99
41600.00	42991.71	44412.67	45657.32	47195.31	48762.46	50619.51	52476.56	54130.55	56218.23	58305.91	60422.33	62538.75	64941.80	67287.67
	2.8%	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%
<u>G15/01</u>	<u>G15/02</u>	<u>G15/03</u>	<u>G15/04</u>	<u>G15/05</u>	<u>G15/06</u>	<u>G15/07</u>	<u>G15/08</u>	<u>G15/09</u>	<u>G15/10</u>	<u>G15/11</u>	<u>G15/12</u>	<u>G15/13</u>	<u>G15/14</u>	<u>G15/15</u>
21.00	21.59	22.32	23.06	23.93	24.81	25.59	26.58	27.57	28.57	29.57	30.71	31.82	32.99	34.37
1680.00	1727.08	1785.26	1844.54	1914.79	1985.03	2047.60	2126.57	2205.54	2285.60	2365.66	2456.56	2545.29	2639.44	2749.69
43680.00	44904.11	46416.74	47958.03	49784.45	51610.86	53237.56	55290.80	57344.04	59425.54	61507.05	63870.46	66177.63	68625.41	71492.04
	3.4%	3.3%	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%
<u>G16/01</u>	<u>G16/02</u>	<u>G16/03</u>	<u>G16/04</u>	<u>G16/05</u>	<u>G16/06</u>	<u>G16/07</u>	<u>G16/08</u>	<u>G16/09</u>	<u>G16/10</u>	<u>G16/11</u>	<u>G16/12</u>	<u>G16/13</u>	<u>G16/14</u>	<u>G16/15</u>
22.00	22.74	23.50	24.39	25.29	26.08	27.09	28.09	29.11	30.13	31.29	32.42	33.62	35.03	36.43
1760.00	1819.29	1879.70	1951.28	2022.87	2086.63	2167.10	2247.58	2329.16	2410.75	2503.38	2593.81	2689.75	2802.10	2914.46
45760.00	47301.45	48872.13	50733.35	52594.57	54252.28	56344.66	58437.03	60558.21	62679.39	65087.85	67438.99	69933.43	72854.70	75775.97
	3.8%	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%
<u>G17/01</u>	<u>G17/02</u>	<u>G17/03</u>	<u>G17/04</u>	<u>G17/05</u>	<u>G17/06</u>	<u>G17/07</u>	<u>G17/08</u>	<u>G17/09</u>	<u>G17/10</u>	<u>G17/11</u>	<u>G17/12</u>	<u>G17/13</u>	<u>G17/14</u>	<u>G17/15</u>
23.00	23.88	24.75	25.53	26.52	27.50	28.50	29.50	30.63	31.74	32.91	34.29	35.66	37.02	38.45
1840.00	1910.07	1980.15	2042.56	2121.34	2200.11	2279.97	2359.83	2450.51	2539.03	2632.94	2742.93	2852.91	2961.83	3076.08
47840.00	49661.92	51483.83	53106.53	55154.72	57202.90	59279.29	61355.67	63713.27	66014.75	68456.51	71316.09	74175.66	77007.46	79978.16
	3.7%	3.2%	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%
<u>G18/01</u>	<u>G18/02</u>	<u>G18/03</u>	<u>G18/04</u>	<u>G18/05</u>	<u>G18/06</u>	<u>G18/07</u>	<u>G18/08</u>	<u>G18/09</u>	<u>G18/10</u>	<u>G18/11</u>	<u>G18/12</u>	<u>G18/13</u>	<u>G18/14</u>	<u>G18/15</u>
24.00	24.88	25.66	26.65	27.64	28.65	29.65	30.79	31.90	33.08	34.46	35.85	37.22	38.65	40.19
1920.00	1990.44	2053.17	2132.36	2211.55	2291.82	2372.10	2463.25	2552.22	2646.63	2757.18	2867.74	2977.22	3092.07	3215.48
49920.00	51751.38	53382.52	55441.35	57500.18	59587.35	61674.53	64044.37	66357.82	68812.27	71686.70	74561.14	77407.65	80393.79	83602.60
	3.9%	3.7%	3.6%	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%
<u>G19/01</u>	<u>G19/02</u>	<u>G19/03</u>	<u>G19/04</u>	<u>G19/05</u>	<u>G19/06</u>	<u>G19/07</u>	<u>G19/08</u>	<u>G19/09</u>	<u>G19/10</u>	<u>G19/11</u>	<u>G19/12</u>	<u>G19/13</u>	<u>G19/14</u>	<u>G19/15</u>
25.00	25.96	26.93	27.91	28.88	29.99	31.08	32.23	33.57	34.92	36.25	37.65	39.15	40.80	42.33
2000.00	2077.13	2154.27	2232.47	2310.66	2399.45	2486.13	2578.08	2685.77	2793.47	2900.11	3011.99	3132.21	3263.84	3386.13
52000.00	54005.51	56011.02	58044.14	60077.26	62385.73	64639.26	67030.15	69830.14	72630.13	75402.92	78311.73	81437.44	84859.88	88039.32

	3.7%	3.6%	3.5%	3.5%	3.8%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%
<u>G20/01</u>	<u>G20/02</u>	<u>G20/03</u>	<u>G20/04</u>	<u>G20/05</u>	<u>G20/06</u>	<u>G20/07</u>	<u>G20/08</u>	<u>G20/09</u>	<u>G20/10</u>	<u>G20/11</u>	<u>G20/12</u>	<u>G20/13</u>	<u>G20/14</u>	<u>G20/15</u>
26.00	26.97	27.94	28.92	29.94	31.07	32.22	33.57	34.91	36.25	37.65	39.15	40.79	42.32	44.08
2080.00	2157.24	2235.55	2313.85	2394.84	2485.84	2577.79	2685.47	2793.15	2899.78	3011.64	3131.85	3263.47	3385.74	3526.68
54080.00	56088.28	58124.20	60160.12	62265.73	64631.83	67022.44	69822.11	72621.78	75394.25	78302.72	81428.07	84850.12	88029.19	91693.57
	3.5%	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%
<u>G21/01</u>	<u>G21/02</u>	<u>G21/03</u>	<u>G21/04</u>	<u>G21/05</u>	<u>G21/06</u>	<u>G21/07</u>	<u>G21/08</u>	<u>G21/09</u>	<u>G21/10</u>	<u>G21/11</u>	<u>G21/12</u>	<u>G21/13</u>	<u>G21/14</u>	<u>G21/15</u>
27.00	27.95	29.02	30.07	31.18	32.48	33.78	35.07	36.43	37.88	39.47	40.95	42.66	44.47	46.72
2160.00	2235.66	2321.56	2405.42	2494.40	2598.59	2702.79	2805.97	2914.22	3030.54	3157.90	3276.21	3412.59	3557.94	3737.79
56160.00	58127.12	60360.66	62541.04	64854.32	67563.42	70272.53	72955.31	75769.69	78793.94	82105.29	85181.52	88727.37	92506.44	97182.54
	3.8%	3.6%	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%
<u>G22/01</u>	<u>G22/02</u>	<u>G22/03</u>	<u>G22/04</u>	<u>G22/05</u>	<u>G22/06</u>	<u>G22/07</u>	<u>G22/08</u>	<u>G22/09</u>	<u>G22/10</u>	<u>G22/11</u>	<u>G22/12</u>	<u>G22/13</u>	<u>G22/14</u>	<u>G22/15</u>
28.00	29.08	30.13	31.24	32.55	33.85	35.14	36.50	37.96	39.55	41.03	42.74	44.56	46.81	48.18
2240.00	2326.07	2410.10	2499.24	2603.64	2708.04	2811.42	2919.88	3036.42	3164.03	3282.57	3419.22	3564.85	3745.05	3854.27
58240.00	60477.87	62662.49	64980.26	67694.62	70408.99	73096.98	75916.83	78946.95	82264.73	85346.93	88899.66	92686.08	97371.25	100211.02
	3.7%	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%	2.9%	3.8%
<u>G23/01</u>	<u>G23/02</u>	<u>G23/03</u>	<u>G23/04</u>	<u>G23/05</u>	<u>G23/06</u>	<u>G23/07</u>	<u>G23/08</u>	<u>G23/09</u>	<u>G23/10</u>	<u>G23/11</u>	<u>G23/12</u>	<u>G23/13</u>	<u>G23/14</u>	<u>G23/15</u>
29.00	30.07	31.33	32.59	33.83	35.13	36.54	38.07	39.50	41.14	42.89	45.06	46.38	47.73	49.54
2320.00	2405.81	2506.31	2606.80	2706.32	2810.73	2922.91	3045.75	3159.86	3291.40	3431.59	3605.05	3710.19	3818.27	3963.28
60320.00	62551.12	65164.02	67776.91	70364.42	73078.86	75995.70	79189.46	82156.44	85576.36	89221.23	93731.26	96464.87	99275.03	103045.30
	4.2%	4.0%	3.8%	3.9%	4.0%	4.2%	3.7%	4.2%	4.3%	5.1%	2.9%	2.9%	3.8%	3.8%
<u>G24/01</u>	<u>G24/02</u>	<u>G24/03</u>	<u>G24/04</u>	<u>G24/05</u>	<u>G24/06</u>	<u>G24/07</u>	<u>G24/08</u>	<u>G24/09</u>	<u>G24/10</u>	<u>G24/11</u>	<u>G24/12</u>	<u>G24/13</u>	<u>G24/14</u>	<u>G24/15</u>
30.00	31.25	32.51	33.75	35.05	36.45	37.98	39.40	41.04	42.79	44.95	46.27	47.61	49.42	51.31
2400.00	2500.25	2600.51	2699.79	2803.93	2915.85	3038.39	3152.23	3283.45	3423.30	3596.34	3701.22	3809.05	3953.71	4105.08
62400.00	65006.58	67613.16	70194.42	72902.30	75812.10	78998.14	81957.95	85369.61	89005.67	93504.81	96231.81	99035.19	102796.35	106732.12
	4.1%	4.0%	4.1%	4.1%	4.5%	3.9%	4.3%	4.5%	5.3%	3.0%	3.0%	4.0%	4.0%	4.0%
<u>G25/01</u>	<u>G25/02</u>	<u>G25/03</u>	<u>G25/04</u>	<u>G25/05</u>	<u>G25/06</u>	<u>G25/07</u>	<u>G25/08</u>	<u>G25/09</u>	<u>G25/10</u>	<u>G25/11</u>	<u>G25/12</u>	<u>G25/13</u>	<u>G25/14</u>	<u>G25/15</u>
31.00	32.29	33.57	34.94	36.36	37.98	39.45	41.16	43.00	45.27	46.65	48.03	49.93	51.94	54.01
2480.00	2582.84	2685.68	2794.95	2908.51	3038.13	3155.97	3293.10	3439.86	3621.98	3732.32	3842.66	3994.78	4155.47	4320.45
64480.00	67153.90	69827.80	72668.82	75621.25	78991.48	82055.33	85620.53	89436.41	94171.44	97040.31	99909.18	103864.33	108042.30	112331.68



Pay table includes 2.6% COLA granted October 2025

COLA 2.60%

Contract provisions: Start Step 1- receive 1 year probation increase - Steps 2-25 (1 year)

Yearly

Fire		3.6%	3.7%	4.1%	3.7%	3.9%	4.3%	4.2%	3.9%	4.1%	4.1%	2.10%	2.10%	2.10%	2.10%
Fighter	<u>FF 01</u>	<u>FF 02</u>	<u>FF 03</u>	<u>FF 04</u>	<u>FF 05</u>	<u>FF 06</u>	<u>FF 07</u>	<u>FF 08</u>	<u>FF 09</u>	<u>FF 10</u>	<u>FF 11</u>	<u>FF 12</u>	<u>FF 13</u>	<u>FF 14</u>	<u>FF 15</u>
	hrly	17.08	17.69	18.34	19.10	19.80	20.57	21.46	22.37	23.25	24.20	25.19	25.72	23.58	24.07
	bi-wkly	1,776.32	1,839.76	1,907.36	1,986.40	2,059.20	2,139.28	2,231.84	2,326.48	2,418.00	2,516.80	2,619.76	2,674.88	2,452.32	2,503.28
	annual	46,184.32	47,833.76	49,591.36	51,646.40	53,539.20	55,621.28	58,027.84	60,488.48	62,868.00	65,436.80	68,113.76	69,546.88	63,760.32	65,085.28
		2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%				
		<u>FF 16</u>	<u>FF 17</u>	<u>FF 18</u>	<u>FF 19</u>	<u>FF 20</u>	<u>FF 21</u>	<u>FF 22</u>	<u>FF 23</u>	<u>FF 24</u>	<u>FF 25</u>				
		27.95	28.53	29.13	29.74	30.38	31.01	31.65	32.33	33.01	33.68				
		2,906.80	2,967.12	3,029.52	3,092.96	3,159.52	3,225.04	3,291.60	3,362.32	3,433.04	3,502.72				
		75,576.80	77,145.12	78,767.52	80,416.96	82,147.52	83,851.04	85,581.60	87,420.32	89,259.04	91,070.72				
Fire		3.3%	3.4%	3.6%	3.5%	3.7%	3.9%	3.7%	3.7%	3.8%	3.9%	2.10%	2.10%	2.10%	2.10%
Lieutenant	<u>FLT 01</u>	<u>FLT 02</u>	<u>FLT 03</u>	<u>FLT 04</u>	<u>FLT 05</u>	<u>FLT 06</u>	<u>FLT 07</u>	<u>FLT 08</u>	<u>FLT 09</u>	<u>FLT 10</u>	<u>FLT 11</u>	<u>FLT 12</u>	<u>FLT 13</u>	<u>FLT 14</u>	<u>FLT 15</u>
	hrly	18.84	19.46	20.12	20.85	21.57	22.37	23.24	24.11	25.01	25.97	26.97	27.56	25.25	25.79
	bi-wkly	1,959.36	2,023.84	2,092.48	2,168.40	2,243.28	2,326.48	2,416.96	2,507.44	2,601.04	2,700.88	2,804.88	2,866.24	2,626.00	2,682.16
	annual	50,943.36	52,619.84	54,404.48	56,378.40	58,325.28	60,488.48	62,840.96	65,193.44	67,627.04	70,222.88	72,926.88	74,522.24	68,276.00	69,736.16
		2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%				
		<u>FLT 16</u>	<u>FLT 17</u>	<u>FLT 18</u>	<u>FLT 19</u>	<u>FLT 20</u>	<u>FLT 21</u>	<u>FLT 22</u>	<u>FLT 23</u>	<u>FLT 24</u>	<u>FLT 25</u>				
		29.94	30.57	31.21	31.88	32.54	33.21	33.92	34.63	35.37	36.10				
		3,113.76	3,179.28	3,245.84	3,315.52	3,384.16	3,453.84	3,527.68	3,601.52	3,678.48	3,754.40				
		80,957.76	82,661.28	84,391.84	86,203.52	87,988.16	89,799.84	91,719.68	93,639.52	95,640.48	97,614.40				
Fire		3.0%	3.0%	3.5%	3.1%	3.4%	3.5%	3.5%	3.5%	3.5%	3.5%	2.10%	2.10%	2.10%	2.10%
Captain	<u>FCPT 01</u>	<u>FCPT 02</u>	<u>FCPT 03</u>	<u>FCPT 04</u>	<u>FCPT 05</u>	<u>FCPT 06</u>	<u>FCPT 07</u>	<u>FCPT 08</u>	<u>FCPT 09</u>	<u>FCPT 10</u>	<u>FCPT 11</u>	<u>FCPT 12</u>	<u>FCPT 13</u>	<u>FCPT 14</u>	<u>FCPT 15</u>
	hrly	20.82	21.44	22.09	22.86	23.56	24.36	25.21	26.10	27.01	27.96	28.93	29.53	27.08	27.65
	bi-wkly	2,165.28	2,229.76	2,297.36	2,377.44	2,450.24	2,533.44	2,621.84	2,714.40	2,809.04	2,907.84	3,008.72	3,071.12	2,816.32	2,875.60
	annual	56,297.28	57,973.76	59,731.36	61,813.44	63,706.24	65,869.44	68,167.84	70,574.40	73,035.04	75,603.84	78,226.72	79,849.12	73,224.32	74,765.60
		2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%	2.10%				
		<u>FCPT 16</u>	<u>FCPT 17</u>	<u>FCPT 18</u>	<u>FCPT 19</u>	<u>FCPT 20</u>	<u>FCPT 21</u>	<u>FCPT 22</u>	<u>FCPT 23</u>	<u>FCPT 24</u>	<u>FCPT 25</u>				
		32.09	32.77	33.47	34.18	34.89	35.60	36.37	37.13	37.91	38.71				
		3,337.36	3,408.08	3,480.88	3,554.72	3,628.56	3,702.40	3,782.48	3,861.52	3,942.64	4,025.84				
		86,771.36	88,610.08	90,502.88	92,422.72	94,342.56	96,262.40	98,344.48	100,399.52	102,508.64	104,671.84				

2026 Cola Below
2.6%

POLICE DEPARTMENT PAY TABLE - FY26 - EFFECTIVE OCTOBER 1, 2025 (FY2026 includes 02.6% COLA)

Steps 1 -12 are annual step increases. Steps 13 - 15 are every 2 years

		2.3%	4.1%	3.7%	3.8%	4.4%	4.1%									
PT Police Officer		PTPO 01	PTPO 02	PTPO 03	PTPO 04	PTPO 05	PTPO 06									
	hrly	21.39	22.27	23.09	23.97	25.03	26.05									
	Bi-weekly	1711.36	1781.52	1847.44	1917.64	2002.02	2084.10									
	Yearly	44495.28	46319.58	48033.41	49858.68	52052.46	54186.61									
		3.7%	3.6%	4.1%	3.8%	3.9%	4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.8%	3.50%	3.6%	
Police Officer		PO 01	PO 02	PO 03	PO 04	PO 05	PO 06	PO 07	PO 08	PO 09	PO 10	PO 11	PO 12	PO 13	PO 14	PO 15
	hrly	23.29	24.15	25.02	26.04	27.03	28.09	29.32	30.55	31.65	33.08	34.43	35.95	36.36	37.63	38.99
	Bi-weekly	1,862.85	1,931.77	2,001.32	2,083.37	2,162.54	2,246.88	2,345.74	2,444.26	2,532.25	2,646.21	2,754.70	2,875.91	2,908.80	3,010.61	3,118.99
	Yearly	48,434.01	50,226.07	52,034.21	54,167.61	56,225.98	58,418.80	60,989.22	63,550.77	65,838.60	68,801.34	71,622.19	74,773.57	75,628.80	78,275.81	81,093.74
		3.6%	4.0%	3.7%	3.9%	4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.9%	3.5%	3.60%	3.1%	
Police Corporal		PC 01	PC 02	PC 03	PC 04	PC 05	PC 06	PC 07	PC 08	PC 09	PC 10	PC 11	PC 12	PC 13	PC 14	PC 15
	hrly	24.15	25.02	26.02	26.98	28.03	29.27	30.50	31.60	33.02	34.37	35.88	37.28	38.59	39.98	41.22
	Bi-weekly	1,931.97	2,001.52	2,081.58	2,158.60	2,242.78	2,341.47	2,439.81	2,527.64	2,641.39	2,749.68	2,870.67	2,982.62	3,087.02	3,198.15	3,297.29
	Yearly	50,231.19	52,039.52	54,121.10	56,123.58	58,312.40	60,878.14	63,435.03	65,718.69	68,676.03	71,491.74	74,637.38	77,548.24	80,262.43	83,151.87	85,729.58
		3.7%	3.9%	4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.9%	3.5%	3.6%	3.1%	3.50%	3.5%	
Police Sergeant		PS 01	PS 02	PS 03	PS 04	PS 05	PS 06	PS 07	PS 08	PS 09	PS 10	PS 11	PS 12	PS 13	PS 14	PS 15
	hrly	26.04	27.00	28.06	29.29	30.52	31.62	33.04	34.40	35.91	37.31	38.62	40.01	41.25	42.69	44.19
	Bi-weekly	2,083.17	2,160.25	2,244.50	2,343.26	2,441.68	2,529.58	2,643.41	2,751.79	2,872.87	2,984.91	3,089.38	3,200.60	3,299.82	3,415.31	3,534.85
	Yearly	54,162.53	56,166.54	58,357.04	60,924.74	63,483.58	65,768.99	68,728.60	71,546.47	74,694.51	77,607.60	80,323.87	83,215.53	85,795.21	88,798.04	91,905.97
		3.7%	3.9%	4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.9%	3.5%	3.6%	3.1%	3.5%	3.5%	
Police Lieutenant		PS 01	PS 02	PS 03	PS 04	PS 05	PS 06	PS 07	PS 08	PS 09	PS 10	PS 11	PS 12	PS 13	PS 14	PS 15
	hrly	26.69	27.68	28.76	30.02	31.28	32.41	33.87	35.26	36.81	38.24	39.58	41.01	42.28	43.76	45.29
	Bi-weekly	2,135.25	2,214.26	2,300.61	2,401.84	2,502.72	2,592.82	2,709.49	2,820.58	2,944.69	3,059.53	3,166.61	3,280.61	3,382.31	3,500.69	3,623.22
	Yearly	55,516.59	57,570.70	59,815.96	62,447.86	65,070.67	67,413.22	70,446.81	73,335.13	76,561.88	79,547.79	82,331.96	85,295.91	87,940.09	91,017.99	94,203.62
		4.4%	4.2%	3.6%	4.5%	4.1%	4.4%	3.8%	3.5%	3.6%	3.1%	3.5%	3.5%	3.60%	3.5%	
Police Captain		PCT 01	PCT 02	PCT 03	PCT 04	PCT 05	PCT 06	PCT 07	PCT 08	PCT 09	PCT 10	PCT 11	PCT 12	PCT 13	PCT 14	PCT 15
	hrly	28.06	29.29	30.52	31.62	33.05	34.40	35.91	37.28	38.58	39.97	41.21	42.65	44.15	45.74	47.34
	Bi-weekly	2,244.75	2,343.52	2,441.94	2,529.85	2,643.70	2,752.09	2,873.18	2,982.36	3,086.74	3,197.87	3,297.00	3,412.40	3,531.83	3,658.98	3,787.04
	Yearly	58,363.44	60,931.43	63,490.55	65,776.21	68,736.14	71,554.32	74,702.71	77,541.41	80,255.36	83,144.55	85,722.03	88,722.31	91,827.59	95,133.38	98,463.05

RAISES BASED ON EVALUATION = 0% Below Satisfactory, 1% Satisfactory, 2.5% Above Satisfactory, or 4% Outstanding

Dispatch records		1.00%	2.50%	4.00%
hrly	17.73	17.91	18.35	19.09
Bi-weekly	1,418.40	1,432.58	1,468.40	1,527.13
Yearly	36,878.40	37,247.18	38,178.36	39,705.50