

## Salary Adjustments Options Fiscal Year 2026-27

Option 1				Option 2			Option 3	Option 4
(SSI) % based on Seniority		Market Salary Adjustment (MSA) % based on Market Study		Cost of Living Adjustment (COLA) Service Salary Increase (SSI)			In-Range Progression (IRP)	No Changes
All Employees, except PS <b>Without Public Safety</b>		Public Safety (PD) Sworn Personnel	Public Safety (Fire) Certified Personnel	All Employees	Employees w/1+ yrs. of service - capped at 5%		All Employees	All Employees
Years of Service	% of Increase	Classes Included	Classes Included	COLA	SSI	Percentage		
0 - <1	2%	P. Officer	Firefighter	3%	1 Year	1%	This option would place all Employees at Midpoint	All Employees remain at their current rate.
1 - <5	3%	P. Sergeant	Fire Engineer		2 Years	2%		
5 - <10	4%	P. Lieutenant	Fire Captain		3 Years	3%		
10 - <15	5%	P. Chief	Battalion Chief		4 Years	4%		
15 - <20	6%		A. Chief		5+ Years	5%		
20+	7%		Chief					
<b>Total Annual Adj.:</b>	<b>\$435,200</b>			<b>\$330,621</b>		<b>\$370,161</b>	<b>\$2,145,706</b>	<b>\$0</b>
<b>PS Total Annual Adj.:</b>	<b>\$69,553</b>	<b>\$299,707</b>	<b>\$249,227</b>	<b>\$267,548</b>		<b>\$309,520</b>	<b>\$2,038,462</b>	<b>\$0</b>
<b>Total OT Adj. (PD &amp; Fire) 19%:</b>	<b>\$13,215</b>	<b>\$56,944</b>	<b>\$47,353</b>	<b>\$50,834</b>		<b>\$58,809</b>	<b>\$387,308</b>	<b>\$0</b>
<b>Total Annual Adj. w/EREs (17%):</b>	<b>\$606,022</b>	<b>\$417,282</b>	<b>\$346,999</b>	<b>\$759,333</b>		<b>\$864,033</b>	<b>\$5,348,627</b>	<b>\$0</b>
<b>Grand Total:</b>	<b>\$1,370,303</b>			<b>\$1,623,366</b>			<b>\$5,348,627</b>	<b>\$0</b>