



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Police Supervisors' Organization)

4G-Pay Range 831
Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	46.92	48.68	50.52	52.44	54.43	56.50
Biweekly	3,753.37	3,894.76	4,041.98	4,194.93	4,354.04	4,519.60
Annual	97,855.72	101,541.95	105,380.19	109,367.82	113,516.04	117,832.43

(1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	47.22	48.99	50.83	52.74	54.73	56.80
Biweekly	3,777.88	3,919.31	4,066.49	4,219.48	4,378.54	4,544.10
Annual	98,494.73	102,182.01	106,019.20	110,007.87	114,154.79	118,471.18

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	47.61	49.37	51.21	53.13	55.12	57.18
Biweekly	3,808.52	3,949.96	4,097.11	4,250.12	4,409.21	4,574.77
Annual	99,293.55	102,981.10	106,817.51	110,806.70	114,954.40	119,270.79

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	47.76	49.53	51.37	53.28	55.27	57.34
Biweekly	3,820.81	3,962.22	4,109.39	4,262.41	4,421.50	4,587.02
Annual	99,613.97	103,300.73	107,137.67	111,127.12	115,274.82	119,590.16

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	44.56	46.24	47.99	49.81	51.69	53.66
Biweekly	3,565.01	3,699.32	3,839.16	3,984.44	4,135.53	4,292.76
Annual	92,944.90	96,446.56	100,092.38	103,880.04	107,819.17	111,918.38

(4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	44.85	46.53	48.28	50.10	51.99	53.95
Biweekly	3,588.27	3,722.59	3,862.40	4,007.70	4,158.83	4,316.05
Annual	93,551.32	97,053.24	100,698.28	104,486.46	108,426.64	112,525.59

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	45.22	46.90	48.64	50.46	52.35	54.31
Biweekly	3,617.39	3,751.73	3,891.49	4,036.85	4,187.94	4,345.16
Annual	94,310.52	97,812.96	101,456.70	105,246.44	109,185.58	113,284.53

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	45.36	47.04	48.79	50.61	52.49	54.46
Biweekly	3,629.08	3,763.36	3,903.13	4,048.47	4,199.55	4,356.82
Annual	94,615.30	98,116.17	101,760.17	105,549.39	109,488.27	113,588.52

- (7) Recruitment to be at the 4th step.

- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Effective Pay Period 1, 2027 (December 20, 2026)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	48.32	50.15	52.04	54.01	56.06	58.19
Biweekly	3,865.97	4,011.60	4,163.24	4,320.78	4,484.66	4,655.19
Annual	100,791.36	104,588.14	108,541.61	112,648.90	116,921.49	121,367.45

- (1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	48.64	50.46	52.36	54.33	56.37	58.51
Biweekly	3,891.22	4,036.89	4,188.48	4,346.06	4,509.90	4,680.42
Annual	101,449.66	105,247.49	109,199.65	113,307.99	117,579.53	122,025.23

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	49.03	50.86	52.75	54.72	56.77	58.90
Biweekly	3,922.78	4,068.46	4,220.02	4,377.62	4,541.49	4,712.01
Annual	102,272.48	106,070.56	110,021.95	114,130.80	118,403.13	122,848.83

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	49.19	51.01	52.91	54.88	56.93	59.06
Biweekly	3,935.43	4,081.09	4,232.67	4,390.28	4,554.15	4,724.63
Annual	102,602.28	106,399.84	110,351.75	114,460.87	118,733.19	123,177.85

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	45.90	47.63	49.43	51.30	53.25	55.27
Biweekly	3,671.96	3,810.30	3,954.33	4,103.97	4,259.60	4,421.54
Annual	95,733.24	99,339.96	103,095.03	106,996.36	111,053.85	115,275.86

- (4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	46.20	47.93	49.73	51.60	53.54	55.57
Biweekly	3,695.92	3,834.27	3,978.27	4,127.93	4,283.59	4,445.53
Annual	96,357.91	99,964.89	103,719.18	107,621.03	111,679.31	115,901.32

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	46.57	48.30	50.10	51.97	53.92	55.94
Biweekly	3,725.91	3,864.28	4,008.23	4,157.96	4,313.58	4,475.51
Annual	97,139.79	100,747.30	104,500.28	108,403.95	112,461.19	116,682.94

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	46.72	48.45	50.25	52.12	54.07	56.09
Biweekly	3,737.95	3,876.26	4,020.22	4,169.92	4,325.54	4,487.52
Annual	97,453.69	101,059.63	104,812.88	108,715.77	112,773.00	116,996.05

- (7) Recruitment to be at the 4th step.

- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4GN-Pay Range 831D

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	55.41	57.55	59.77
Biweekly	4,432.73	4,603.89	4,781.99
Annual	115,567.60	120,029.99	124,673.31

- (1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	55.74	57.88	60.11
Biweekly	4,459.35	4,630.52	4,808.57
Annual	116,261.62	120,724.27	125,366.29

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	56.16	58.30	60.52
Biweekly	4,492.62	4,663.78	4,841.87
Annual	117,129.02	121,591.40	126,234.47

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	56.32	58.46	60.69
Biweekly	4,505.97	4,677.07	4,855.17
Annual	117,477.07	121,937.89	126,581.22

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	52.62	54.65	56.77
Biweekly	4,209.88	4,372.39	4,541.58
Annual	109,757.58	113,994.45	118,405.48

- (4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	52.94	54.97	57.09
Biweekly	4,235.15	4,397.70	4,566.82
Annual	110,416.41	114,654.32	119,063.52

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	53.33	55.37	57.48
Biweekly	4,266.78	4,429.30	4,598.45
Annual	111,241.05	115,478.18	119,888.16

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	53.49	55.52	57.64
Biweekly	4,279.41	4,441.93	4,611.08
Annual	111,570.33	115,807.46	120,217.44

- (7) Recruitment to be at the 4th step.
(8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
(9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

4I-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)
--

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	50.63	52.59	54.62	56.74	58.94	61.22
Biweekly	4,050.79	4,207.21	4,369.96	4,539.10	4,715.08	4,897.82
Annual	105,609.88	109,687.97	113,931.10	118,340.82	122,928.87	127,693.16

- (1) **Associate’s Degree** – (an employee has attained and maintained)

Hourly	50.94	52.89	54.93	57.04	59.24	61.52
Biweekly	4,074.94	4,231.31	4,394.06	4,563.22	4,739.23	4,921.96
Annual	106,239.50	110,316.29	114,559.42	118,969.66	123,558.49	128,322.53

- (2) **Bachelor’s Degree** – (an employee has attained and maintained)

Hourly	51.31	53.27	55.30	57.42	59.62	61.90
Biweekly	4,105.09	4,261.46	4,424.21	4,593.37	4,769.30	4,952.09
Annual	107,025.56	111,102.35	115,345.47	119,755.72	124,342.46	129,108.06

- (3) **Master’s Degree or Higher** – (an employee has attained and maintained)

Hourly	51.46	53.42	55.45	57.57	59.77	62.05
Biweekly	4,117.10	4,273.47	4,436.26	4,605.38	4,781.39	4,964.09
Annual	107,338.68	111,415.47	115,659.63	120,068.83	124,657.67	129,420.92

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	48.09	49.95	51.88	53.89	55.98	58.15
Biweekly	3,847.50	3,996.07	4,150.66	4,311.29	4,478.42	4,652.01
Annual	100,309.82	104,183.25	108,213.63	112,401.49	116,758.80	121,284.54

- (4) **Associate’s Degree** – (an employee has attained and maintained)

Hourly	48.38	50.24	52.17	54.18	56.27	58.44
Biweekly	3,870.43	4,018.95	4,173.54	4,334.19	4,501.36	4,674.91
Annual	100,907.64	104,779.77	108,810.15	112,998.52	117,356.88	121,881.58

- (5) **Bachelor’s Degree** – (an employee has attained and maintained)

Hourly	48.74	50.59	52.53	54.54	56.62	58.79
Biweekly	3,899.06	4,047.57	4,202.15	4,362.82	4,529.95	4,703.55
Annual	101,654.06	105,525.93	109,556.05	113,744.95	118,102.27	122,628.27

- (6) **Master’s Degree or Higher** – (an employee has attained and maintained)

Hourly	48.88	50.74	52.67	54.68	56.77	58.94
Biweekly	3,910.51	4,059.02	4,213.60	4,374.26	4,541.41	4,715.00
Annual	101,952.58	105,824.45	109,854.57	114,043.20	118,401.04	122,926.78

Effective Pay Period 1, 2027 (December 20, 2026)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	52.15	54.17	56.26	58.44	60.71	63.06
Biweekly	4,172.31	4,333.43	4,501.06	4,675.27	4,856.53	5,044.75
Annual	108,778.08	112,978.71	117,349.06	121,890.97	126,616.67	131,523.84

- (1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	52.46	54.48	56.57	58.75	61.02	63.37
Biweekly	4,197.19	4,358.25	4,525.88	4,700.12	4,881.41	5,069.62
Annual	109,426.74	113,625.80	117,996.15	122,538.84	127,265.33	132,172.23

- (2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	52.85	54.87	56.96	59.14	61.40	63.76
Biweekly	4,228.24	4,389.30	4,556.94	4,731.17	4,912.38	5,100.65
Annual	110,236.25	114,435.32	118,805.93	123,348.36	128,072.76	132,981.23

- (3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	53.01	55.02	57.12	59.29	61.56	63.91
Biweekly	4,240.61	4,401.67	4,569.35	4,743.54	4,924.83	5,113.01
Annual	110,558.76	114,757.82	119,129.48	123,670.86	128,397.35	133,303.47

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	49.54	51.45	53.44	55.51	57.66	59.89
Biweekly	3,962.93	4,115.95	4,275.18	4,440.63	4,612.77	4,791.57
Annual	103,319.24	107,308.69	111,460.05	115,773.57	120,261.50	124,923.07

- (4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	49.83	51.74	53.73	55.80	57.96	60.19
Biweekly	3,986.54	4,139.52	4,298.75	4,464.22	4,636.40	4,815.16
Annual	103,934.79	107,923.20	112,074.55	116,388.59	120,877.57	125,538.10

- (5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	50.20	52.11	54.10	56.17	58.32	60.56
Biweekly	4,016.03	4,169.00	4,328.21	4,493.70	4,665.85	4,844.66
Annual	104,703.64	108,691.78	112,842.62	117,157.18	121,645.37	126,307.20

- (6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	50.35	52.26	54.25	56.32	58.47	60.71
Biweekly	4,027.83	4,180.79	4,340.01	4,505.49	4,677.65	4,856.45
Annual	105,011.28	108,999.17	113,150.26	117,464.56	121,953.02	126,614.59

4L-Pay Range 836

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	52.59	54.62	56.74	58.94	61.22	63.60
Biweekly	4,207.21	4,369.96	4,539.10	4,715.08	4,897.82	5,088.12
Annual	109,687.97	113,931.10	118,340.82	122,928.87	127,693.16	132,654.55

(1) **Associate's Degree** – (an employee attained and maintained)

Hourly	52.89	54.93	57.04	59.24	61.52	63.90
Biweekly	4,231.31	4,394.06	4,563.22	4,739.23	4,921.96	5,112.24
Annual	110,316.29	114,559.42	118,969.66	123,558.49	128,322.53	133,283.40

(2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	53.27	55.30	57.42	59.62	61.90	64.28
Biweekly	4,261.46	4,424.21	4,593.37	4,769.30	4,952.09	5,142.40
Annual	111,102.35	115,345.47	119,755.72	124,342.46	129,108.06	134,069.71

(3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	53.42	55.45	57.57	59.77	62.05	64.43
Biweekly	4,273.47	4,436.26	4,605.38	4,781.39	4,964.09	5,154.47
Annual	111,415.47	115,659.63	120,068.83	124,657.67	129,420.92	134,384.39

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	49.95	51.88	53.89	55.98	58.15	60.41
Biweekly	3,996.07	4,150.66	4,311.29	4,478.42	4,652.01	4,832.77
Annual	104,183.25	108,213.63	112,401.49	116,758.80	121,284.54	125,997.22

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	50.24	52.17	54.18	56.27	58.44	60.70
Biweekly	4,018.95	4,173.54	4,334.19	4,501.36	4,674.91	4,855.65
Annual	104,779.77	108,810.15	112,998.52	117,356.88	121,881.58	126,593.73

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	50.59	52.53	54.54	56.62	58.79	61.05
Biweekly	4,047.57	4,202.15	4,362.82	4,529.95	4,703.55	4,884.32
Annual	105,525.93	109,556.05	113,744.95	118,102.27	122,628.27	127,341.20

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	50.74	52.67	54.68	56.77	58.94	61.20
Biweekly	4,059.02	4,213.60	4,374.26	4,541.41	4,715.00	4,895.76
Annual	105,824.45	109,854.57	114,043.20	118,401.04	122,926.78	127,639.45

- (7) Recruitment to be at the 4th step.
- (8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Effective Pay Period 1, 2027 (December 20, 2026)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	54.17	56.26	58.44	60.71	63.06	65.51
Biweekly	4,333.43	4,501.06	4,675.27	4,856.53	5,044.75	5,240.76
Annual	112,978.71	117,349.06	121,890.97	126,616.67	131,523.84	136,634.10

- (1) **Associate's Degree** – (an employee attained and maintained)

Hourly	54.48	56.57	58.75	61.02	63.37	65.82
Biweekly	4,358.25	4,525.88	4,700.12	4,881.41	5,069.62	5,265.61
Annual	113,625.80	117,996.15	122,538.84	127,265.33	132,172.23	137,281.97

- (2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	54.87	56.96	59.14	61.40	63.76	66.21
Biweekly	4,389.30	4,556.94	4,731.17	4,912.38	5,100.65	5,296.67
Annual	114,435.32	118,805.93	123,348.36	128,072.76	132,981.23	138,091.75

- (3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	55.02	57.12	59.29	61.56	63.91	66.36
Biweekly	4,401.67	4,569.35	4,743.54	4,924.83	5,113.01	5,309.10
Annual	114,757.82	119,129.48	123,670.86	128,397.35	133,303.47	138,415.82

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	51.45	53.44	55.51	57.66	59.89	62.22
Biweekly	4,115.95	4,275.18	4,440.63	4,612.77	4,791.57	4,977.75
Annual	107,308.69	111,460.05	115,773.57	120,261.50	124,923.07	129,777.05

- (4) **Associate's Degree** – (an employee attained and maintained)

Hourly	51.74	53.73	55.80	57.96	60.19	62.52
Biweekly	4,139.52	4,298.75	4,464.22	4,636.40	4,815.16	5,001.32
Annual	107,923.20	112,074.55	116,388.59	120,877.57	125,538.10	130,391.55

- (5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	52.11	54.10	56.17	58.32	60.56	62.89
Biweekly	4,169.00	4,328.21	4,493.70	4,665.85	4,844.66	5,030.85
Annual	108,691.78	112,842.62	117,157.18	121,645.37	126,307.20	131,161.44

- (6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	52.26	54.25	56.32	58.47	60.71	63.03
Biweekly	4,180.79	4,340.01	4,505.49	4,677.65	4,856.45	5,042.63
Annual	108,999.17	113,150.26	117,464.56	121,953.02	126,614.59	131,468.56

- (7) Recruitment to be at the 4th step.
(8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4N-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	58.94	61.22	63.60	66.08	68.65	71.32
Biweekly	4,715.08	4,897.82	5,088.12	5,286.03	5,491.87	5,705.86
Annual	122,928.87	127,693.16	132,654.55	137,814.35	143,180.89	148,759.92

- (1) **Associate's Degree** – (an employee attained and maintained)

Hourly	59.24	61.52	63.90	66.38	68.95	71.62
Biweekly	4,739.23	4,921.96	5,112.24	5,310.08	5,516.01	5,729.96
Annual	123,558.49	128,322.53	133,283.40	138,441.37	143,810.26	149,388.24

- (2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	59.62	61.90	64.28	66.75	69.33	72.00
Biweekly	4,769.30	4,952.09	5,142.40	5,340.22	5,546.12	5,760.10
Annual	124,342.46	129,108.06	134,069.71	139,227.16	144,595.27	150,174.03

- (3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	59.77	62.05	64.43	66.90	69.48	72.15
Biweekly	4,781.39	4,964.09	5,154.47	5,352.24	5,558.17	5,772.18
Annual	124,657.67	129,420.92	134,384.39	139,540.54	144,909.43	150,488.98

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	55.98	58.15	60.41	62.76	65.20	67.74
Biweekly	4,478.42	4,652.01	4,832.77	5,020.74	5,216.27	5,419.51
Annual	116,758.80	121,284.54	125,997.22	130,897.86	135,995.61	141,294.36

- (4) **Associate's Degree** – (an employee attained and maintained)

Hourly	56.27	58.44	60.70	63.04	65.49	68.03
Biweekly	4,501.36	4,674.91	4,855.65	5,043.58	5,239.17	5,442.38
Annual	117,356.88	121,881.58	126,593.73	131,493.33	136,592.64	141,890.62

- (5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	56.62	58.79	61.05	63.40	65.85	68.39
Biweekly	4,529.95	4,703.55	4,884.32	5,072.24	5,267.74	5,471.01
Annual	118,102.27	122,628.27	127,341.20	132,240.54	137,337.50	142,637.04

- (6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	56.77	58.94	61.20	63.55	65.99	68.53
Biweekly	4,541.41	4,715.00	4,895.76	5,083.65	5,279.21	5,482.47
Annual	118,401.04	122,926.78	127,639.45	132,538.01	137,636.54	142,935.82

- (7) Recruitment to be at the 4th step.

Effective Pay Period 1, 2027 (December 20, 2026)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	60.71	63.06	65.51	68.06	70.71	73.46
Biweekly	4,856.53	5,044.75	5,240.76	5,444.61	5,656.63	5,877.04
Annual	126,616.67	131,523.84	136,634.10	141,948.76	147,476.42	153,222.83

- (1) **Associate's Degree** – (an employee attained and maintained)

Hourly	61.02	63.37	65.82	68.37	71.02	73.77
Biweekly	4,881.41	5,069.62	5,265.61	5,469.38	5,681.49	5,901.86
Annual	127,265.33	132,172.23	137,281.97	142,594.55	148,124.56	153,869.92

- (2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	61.40	63.76	66.21	68.76	71.41	74.16
Biweekly	4,912.38	5,100.65	5,296.67	5,500.43	5,712.50	5,932.90
Annual	128,072.76	132,981.23	138,091.75	143,404.06	148,933.03	154,679.18

- (3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	61.56	63.91	66.36	68.91	71.56	74.32
Biweekly	4,924.83	5,113.01	5,309.10	5,512.81	5,724.92	5,945.35
Annual	128,397.35	133,303.47	138,415.82	143,726.83	149,256.84	155,003.76

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	57.66	59.89	62.22	64.64	67.16	69.78
Biweekly	4,612.77	4,791.57	4,977.75	5,171.36	5,372.76	5,582.10
Annual	120,261.50	124,923.07	129,777.05	134,824.74	140,075.53	145,533.32

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	57.96	60.19	62.52	64.94	67.45	70.07
Biweekly	4,636.40	4,815.16	5,001.32	5,194.89	5,396.35	5,605.65
Annual	120,877.57	125,538.10	130,391.55	135,438.20	140,690.55	146,147.30

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	58.32	60.56	62.89	65.31	67.82	70.44
Biweekly	4,665.85	4,844.66	5,030.85	5,224.41	5,425.77	5,635.14
Annual	121,645.37	126,307.20	131,161.44	136,207.83	141,457.57	146,916.15

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	58.47	60.71	63.03	65.45	67.97	70.59
Biweekly	4,677.65	4,856.45	5,042.63	5,236.16	5,437.59	5,646.94
Annual	121,953.02	126,614.59	131,468.56	136,514.17	141,765.74	147,223.79

(7) Recruitment to be at the 4th step.

4P-Pay Range 842

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)
--

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	66.08	68.65	71.32	74.11	77.00	80.01
Biweekly	5,286.03	5,491.87	5,705.86	5,928.51	6,160.00	6,400.79
Annual	137,814.35	143,180.89	148,759.92	154,564.72	160,600.00	166,877.74

(1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	66.38	68.95	71.62	74.41	77.30	80.31
Biweekly	5,310.08	5,515.91	5,729.96	5,952.58	6,184.09	6,424.87
Annual	138,441.37	143,807.65	149,388.24	155,192.26	161,228.06	167,505.54

(2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	66.75	69.33	72.00	74.78	77.68	80.69
Biweekly	5,340.22	5,546.12	5,760.10	5,982.75	6,214.25	6,454.98
Annual	139,227.16	144,595.27	150,174.03	155,978.84	162,014.37	168,290.55

(3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	66.90	69.48	72.15	74.93	77.83	80.84
Biweekly	5,352.24	5,558.17	5,772.18	5,994.77	6,226.27	6,467.04
Annual	139,540.54	144,909.43	150,488.98	156,292.21	162,327.75	168,604.97

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	62.76	65.20	67.74	70.39	73.14	75.99
Biweekly	5,020.74	5,216.27	5,419.51	5,630.98	5,850.84	6,079.50
Annual	130,897.86	135,995.61	141,294.36	146,807.69	152,539.75	158,501.25

- (4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	63.04	65.49	68.03	70.67	73.42	76.28
Biweekly	5,043.58	5,239.17	5,442.38	5,653.83	5,873.72	6,102.43
Annual	131,493.33	136,592.64	141,890.62	147,403.42	153,136.27	159,099.06

- (5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	63.40	65.85	68.39	71.03	73.78	76.64
Biweekly	5,072.24	5,267.74	5,471.01	5,682.50	5,902.36	6,131.03
Annual	132,240.54	137,337.50	142,637.04	148,150.89	153,882.95	159,844.71

- (6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	63.55	65.99	68.53	71.17	73.92	76.78
Biweekly	5,083.65	5,279.21	5,482.47	5,693.93	5,913.82	6,142.49
Annual	132,538.01	137,636.54	142,935.82	148,448.89	154,181.73	160,143.49

- (7) Recruitment to be at the 4th step.

Effective Pay Period 1, 2027 (December 20, 2026)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	68.06	70.71	73.46	76.33	79.31	82.41
Biweekly	5,444.61	5,656.63	5,877.04	6,106.37	6,344.80	6,592.81
Annual	141,948.76	147,476.42	153,222.83	159,201.79	165,418.00	171,883.97

- (1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	68.37	71.02	73.77	76.64	79.62	82.72
Biweekly	5,469.38	5,681.39	5,901.86	6,131.16	6,369.61	6,617.62
Annual	142,594.55	148,121.95	153,869.92	159,848.10	166,064.83	172,530.80

- (2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	68.76	71.41	74.16	77.03	80.01	83.11
Biweekly	5,500.43	5,712.50	5,932.90	6,162.23	6,400.68	6,648.63
Annual	143,404.06	148,933.03	154,679.18	160,658.14	166,874.87	173,339.28

- (3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	68.91	71.56	74.32	77.18	80.16	83.26
Biweekly	5,512.81	5,724.92	5,945.35	6,174.61	6,413.06	6,661.05
Annual	143,726.83	149,256.84	155,003.76	160,980.90	167,197.63	173,663.09

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	64.64	67.16	69.78	72.50	75.33	78.27
Biweekly	5,171.36	5,372.76	5,582.10	5,799.91	6,026.37	6,261.89
Annual	134,824.74	140,075.53	145,533.32	151,211.94	157,116.07	163,256.41

- (4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	64.94	67.45	70.07	72.79	75.62	78.57
Biweekly	5,194.89	5,396.35	5,605.65	5,823.44	6,049.93	6,285.50
Annual	135,438.20	140,690.55	146,147.30	151,825.40	157,730.31	163,871.96

- (5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	65.31	67.82	70.44	73.16	75.99	78.94
Biweekly	5,224.41	5,425.77	5,635.14	5,852.98	6,079.43	6,314.96
Annual	136,207.83	141,457.57	146,916.15	152,595.55	158,499.42	164,640.02

- (6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	65.45	67.97	70.59	73.31	76.14	79.08
Biweekly	5,236.16	5,437.59	5,646.94	5,864.75	6,091.23	6,326.76
Annual	136,514.17	141,765.74	147,223.79	152,902.41	158,807.06	164,947.67

- (7) Recruitment to be at the 4th step.

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 250002.

Sincerely,

Nicole M. Fleck
Labor Negotiator