

**PAY PLAN FOR NON-BARGAINING
CIVILIAN SERGEANTS & COMMUNICATIONS SHIFT SUPERVISOR**

FY26 PAY SCALE

3.00 % ATB Increase

Effective July 1, 2025 - June 30, 2026

Adjust steps based on Unit 5 top civilian officer or dispatcher pay

Pay Grade - 280

Annual

Step 1	\$ 37.61	\$78,226.72
Step 2	\$ 38.29	\$79,649.02
Step 3	\$ 38.98	\$81,071.33
Step 4	\$ 39.66	\$82,493.63
Step 5	\$ 40.34	\$83,915.94
Step 6	\$ 41.03	\$85,338.24

Top Civilian Wage

Unit 5

\$ 34.19