

EXHIBIT A
COMMUNITY SERVICE OFFICERS ASSOCIATION SALARY SCHEDULES

Effective 12/21/2025

2% Increase for All Classifications

Position	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly	F Monthly	F Hourly
Animal Services Officer	\$ 5,847.01	\$ 33.73	\$ 6,139.36	\$ 35.42	\$ 6,446.32	\$ 37.19	\$ 6,768.64	\$ 39.05	\$ 7,107.07	\$ 41.00	\$ 7,462.43	\$ 43.05
Community Services Officer	\$ 6,928.86	\$ 39.97	\$ 7,275.31	\$ 41.97	\$ 7,639.07	\$ 44.07	\$ 8,021.03	\$ 46.28	\$ 8,422.08	\$ 48.59	\$ 8,843.18	\$ 51.02
Police Records Specialist	\$ 6,322.97	\$ 36.48	\$ 6,639.11	\$ 38.30	\$ 6,971.07	\$ 40.22	\$ 7,319.62	\$ 42.23	\$ 7,685.60	\$ 44.34	\$ 8,069.88	\$ 46.56
Property/Evidence Tech	\$ 7,004.44	\$ 40.41	\$ 7,354.66	\$ 42.43	\$ 7,722.40	\$ 44.55	\$ 8,108.52	\$ 46.78	\$ 8,513.94	\$ 49.12	\$ 8,939.64	\$ 51.57
Public Safety Dispatcher	\$ 8,415.20	\$ 48.55	\$ 8,835.96	\$ 50.98	\$ 9,277.76	\$ 53.53	\$ 9,741.64	\$ 56.20	\$ 10,228.73	\$ 59.01	\$ 10,740.16	\$ 61.96
PSD Supervisor	\$ 9,965.71	\$ 57.49	\$ 10,464.00	\$ 60.37	\$ 10,987.20	\$ 63.39	\$ 11,536.56	\$ 66.56	\$ 12,113.39	\$ 69.88	\$ 12,719.06	\$ 73.38
Records Specialist Supervisor	\$ 7,488.56	\$ 43.20	\$ 7,862.99	\$ 45.36	\$ 8,256.14	\$ 47.63	\$ 8,668.94	\$ 50.01	\$ 9,102.39	\$ 52.51	\$ 9,557.51	\$ 55.14

EXHIBIT B
COMMUNITY SERVICE OFFICERS ASSOCIATION SALARY SCHEDULES

Effective 12/20/2026

2% Increase for All Classifications

Position	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly	F Monthly	F Hourly
Animal Services Officer	\$ 5,963.95	\$ 34.41	\$ 6,262.14	\$ 36.13	\$ 6,575.25	\$ 37.93	\$ 6,904.01	\$ 39.83	\$ 7,249.21	\$ 41.82	\$ 7,611.67	\$ 43.91
Community Services Officer	\$ 7,067.44	\$ 40.77	\$ 7,420.81	\$ 42.81	\$ 7,791.85	\$ 44.95	\$ 8,181.45	\$ 47.20	\$ 8,590.52	\$ 49.56	\$ 9,020.04	\$ 52.04
Police Records Specialist	\$ 6,449.42	\$ 37.21	\$ 6,771.90	\$ 39.07	\$ 7,110.49	\$ 41.02	\$ 7,466.01	\$ 43.07	\$ 7,839.32	\$ 45.23	\$ 8,231.28	\$ 47.49
Property/Evidence Tech	\$ 7,144.53	\$ 41.22	\$ 7,501.76	\$ 43.28	\$ 7,876.85	\$ 45.44	\$ 8,270.69	\$ 47.72	\$ 8,684.22	\$ 50.10	\$ 9,118.43	\$ 52.61
Public Safety Dispatcher	\$ 8,583.50	\$ 49.52	\$ 9,012.68	\$ 52.00	\$ 9,463.31	\$ 54.60	\$ 9,936.48	\$ 57.33	\$ 10,433.30	\$ 60.19	\$ 10,954.97	\$ 63.20
PSD Supervisor	\$ 10,165.03	\$ 58.64	\$ 10,673.28	\$ 61.58	\$ 11,206.94	\$ 64.66	\$ 11,767.29	\$ 67.89	\$ 12,355.65	\$ 71.28	\$ 12,973.44	\$ 74.85
Records Specialist Supervisor	\$ 7,638.33	\$ 44.07	\$ 8,020.25	\$ 46.27	\$ 8,421.26	\$ 48.58	\$ 8,842.32	\$ 51.01	\$ 9,284.44	\$ 53.56	\$ 9,748.66	\$ 56.24

EXHIBIT C
COMMUNITY SERVICE OFFICERS ASSOCIATION SALARY SCHEDULES

Effective 12/19/2027

2% Increase for All Classifications

Position	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly	F Monthly	F Hourly
Animal Services Officer	\$ 6,083.23	\$ 35.10	\$ 6,387.39	\$ 36.85	\$ 6,706.76	\$ 38.69	\$ 7,042.09	\$ 40.63	\$ 7,394.20	\$ 42.66	\$ 7,763.91	\$ 44.79
Community Services Officer	\$ 7,208.79	\$ 41.59	\$ 7,569.23	\$ 43.67	\$ 7,947.69	\$ 45.85	\$ 8,345.07	\$ 48.14	\$ 8,762.33	\$ 50.55	\$ 9,200.44	\$ 53.08
Police Records Specialist	\$ 6,578.41	\$ 37.95	\$ 6,907.33	\$ 39.85	\$ 7,252.70	\$ 41.84	\$ 7,615.34	\$ 43.93	\$ 7,996.10	\$ 46.13	\$ 8,395.91	\$ 48.44
Property/Evidence Tech	\$ 7,287.42	\$ 42.04	\$ 7,651.79	\$ 44.14	\$ 8,034.38	\$ 46.35	\$ 8,436.10	\$ 48.67	\$ 8,857.91	\$ 51.10	\$ 9,300.80	\$ 53.66
Public Safety Dispatcher	\$ 8,755.17	\$ 50.51	\$ 9,192.93	\$ 53.04	\$ 9,652.58	\$ 55.69	\$ 10,135.21	\$ 58.47	\$ 10,641.97	\$ 61.40	\$ 11,174.06	\$ 64.47
PSD Supervisor	\$ 10,368.33	\$ 59.82	\$ 10,886.74	\$ 62.81	\$ 11,431.08	\$ 65.95	\$ 12,002.64	\$ 69.25	\$ 12,602.77	\$ 72.71	\$ 13,232.91	\$ 76.34
Records Specialist Supervisor	\$ 7,791.10	\$ 44.95	\$ 8,180.65	\$ 47.20	\$ 8,589.68	\$ 49.56	\$ 9,019.17	\$ 52.03	\$ 9,470.13	\$ 54.64	\$ 9,943.63	\$ 57.37