

PBA CBA 2026 - 2029

STEP PLAN

Officer

Years of Service	Current Steps Annualized	Step Increment	5% Step 10/1/2026	4% Step 10/01/2027	4% Step 10/01/2028	STEP	
Hire	72,508		76,134	79,179	82,346	Hire	1
1	74,684	3%	78,418	81,555	84,817	1	2
2	78,418	5%	82,339	85,632	89,058	2	3
3	82,340	5%	86,457	89,915	93,512	3	4
4	86,455	5%	90,778	94,409	98,185	4	5
5	90,778	5%	95,317	99,130	103,095	5	6
6	93,501	3%	98,176	102,104	106,188	6	7
7	96,307	3%	101,122	105,167	109,374	7	8
8	99,196	3%	104,156	108,323	112,655	8	9
9	102,174	3%	107,282	111,574	116,036	9	10
10	105,240	3%	110,502	114,922	119,518	10	11
11	108,393	3%	113,813	118,365	123,100	11	12
12	110,563	2%	116,091	120,734	125,564	12	13
13	-	2%	118,412	123,149	128,075	13	14
14	-	2%	-	125,612	130,636	14	15
15	-	2%	-	-	133,249	15	16

Sergeant

Years of Service	Current Steps Annualized	Step Increment	5% Step 10/1/2026	4% Step 10/01/2027	4% Step 10/01/2028	STEP
1	105,231		110,492	114,912	119,508	1
2	108,388	3%	113,808	118,360	123,094	2
3	111,641	3%	117,223	121,912	126,788	3
4	114,989	3%	120,738	125,568	130,590	4
5	118,437	3%	124,359	129,333	134,507	5
6	121,992	3%	128,092	133,215	138,544	6
7	-	1%	129,373	134,547	139,929	7
8	-	1%	-	135,893	141,329	8
9	-	2%	-	-	144,155	9

Lieutenant

Years of Service	Current Steps Annualized	Step Increment	5% Step 10/1/2026	4% Step 10/01/2027	4% Step 10/01/2028	STEP
1	118,437		124,359	129,333	134,507	1
2	121,992	3%	128,092	133,215	138,544	2
3	125,651	3%	131,934	137,211	142,700	3
4	129,420	3%	135,890	141,326	146,979	4
5	133,305	3%	139,970	145,569	151,391	5
6	-	1%	141,370	147,024	152,905	6
7	-	1%	-	148,495	154,434	7
8	-	2%	-	-	157,523	8